Office of Educator Quality/Educator Preparation

Missouri
DEPARTMENT OF ELEMENTARY & SECONDARY
EDUCATION ™

First-Year Principal Survey Spring 2023

Spring 2024

First-Year Principal Survey Spring 2023

The Missouri Department of Elementary and Secondary Education is committed to ensuring new principals are prepared to succeed. As part of that commitment, the survey is designed to provide feedback to preparation programs for continuous improvement. The survey is also used to collect data to hold preparation programs accountable as part of an Annual Performance Report for Principal Preparation Programs that will serve as the basis for continuing approval.

First-Year Principal Survey Data
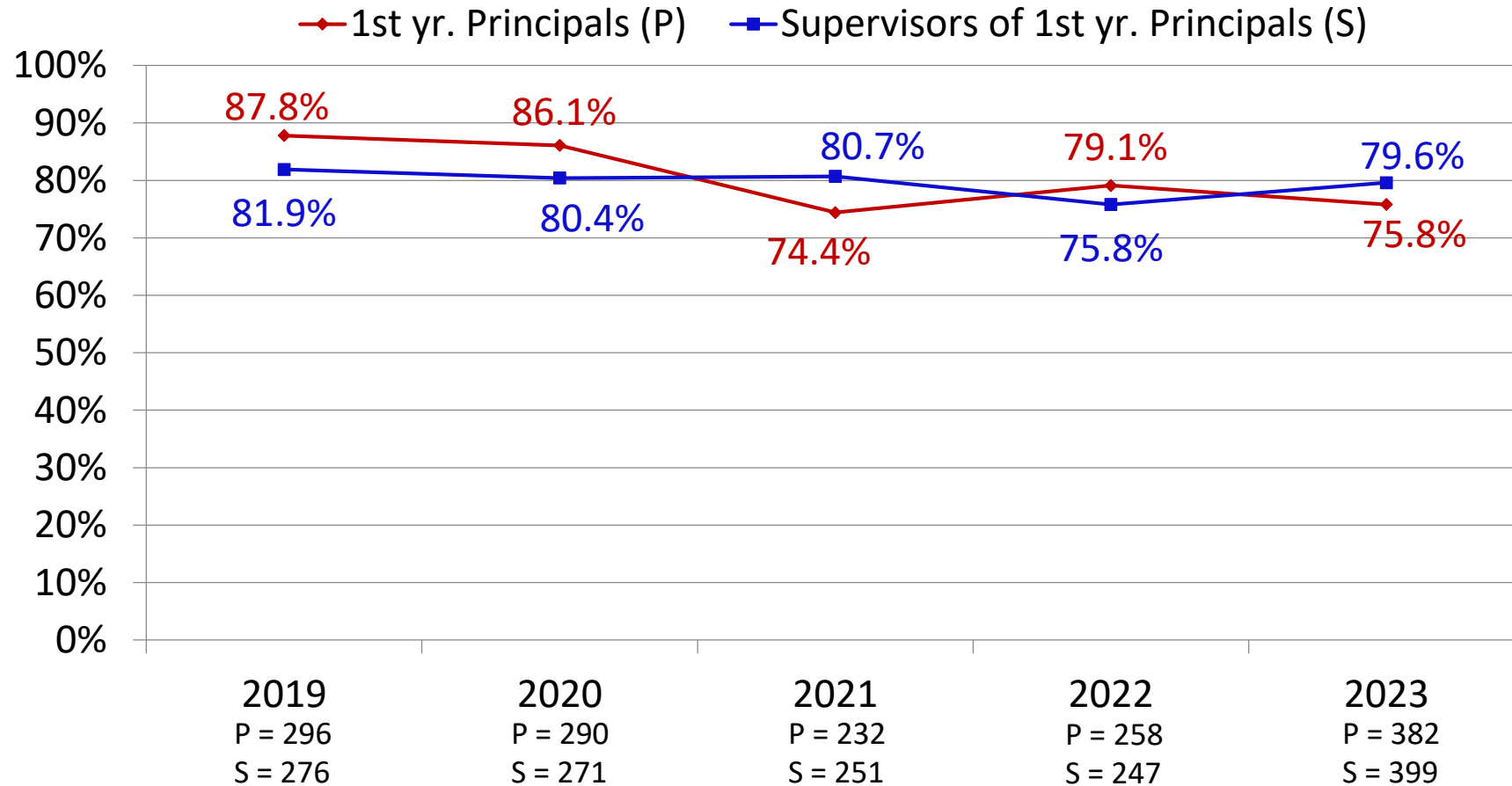# Spring 2023

Principal Response Rate

Sent	504
Received	382
Response Rate	75.8%

Supervisor Response Rate

Sent	501
Received	399
Response Rate	79.6%

First-Year Principal Survey Response Rates

◆—1st yr. Principals (P)　　■—Supervisors of 1st yr. Principals (S)

87.8%　　86.1%　　80.7%　　79.1%　　79.6%

81.9%　　80.4%　　74.4%　　75.8%　　75.8%

2019	2020	2021	2022	2023
P = 296	P = 290	P = 232	P = 258	P = 382
S = 276	S = 271	S = 251	S = 247	S = 399

Comparing Top 3

Principal	Supervisor

Principal

- Prepared to maintain a safe learning environment for the school community

- Prepared to model personal and professional ethical behavior

- Prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders

Supervisor

- Prepared to establish a culture that nurtures positive relationships

- Prepared to model personal and professional ethical behavior

- Prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders

Comparing Bottom 3

Principal

- Prepared to facilitate effective evaluation processes

- Prepared to facilitate community support networks to impact student learning

- Prepared to work with personnel to develop professional growth plans for improvement of student learning

Supervisor

- Prepared to facilitate effective evaluation processes

- Prepared to facilitate community support networks to impact student learning

- Prepared to work with personnel to develop professional growth plans for improvement of student learning
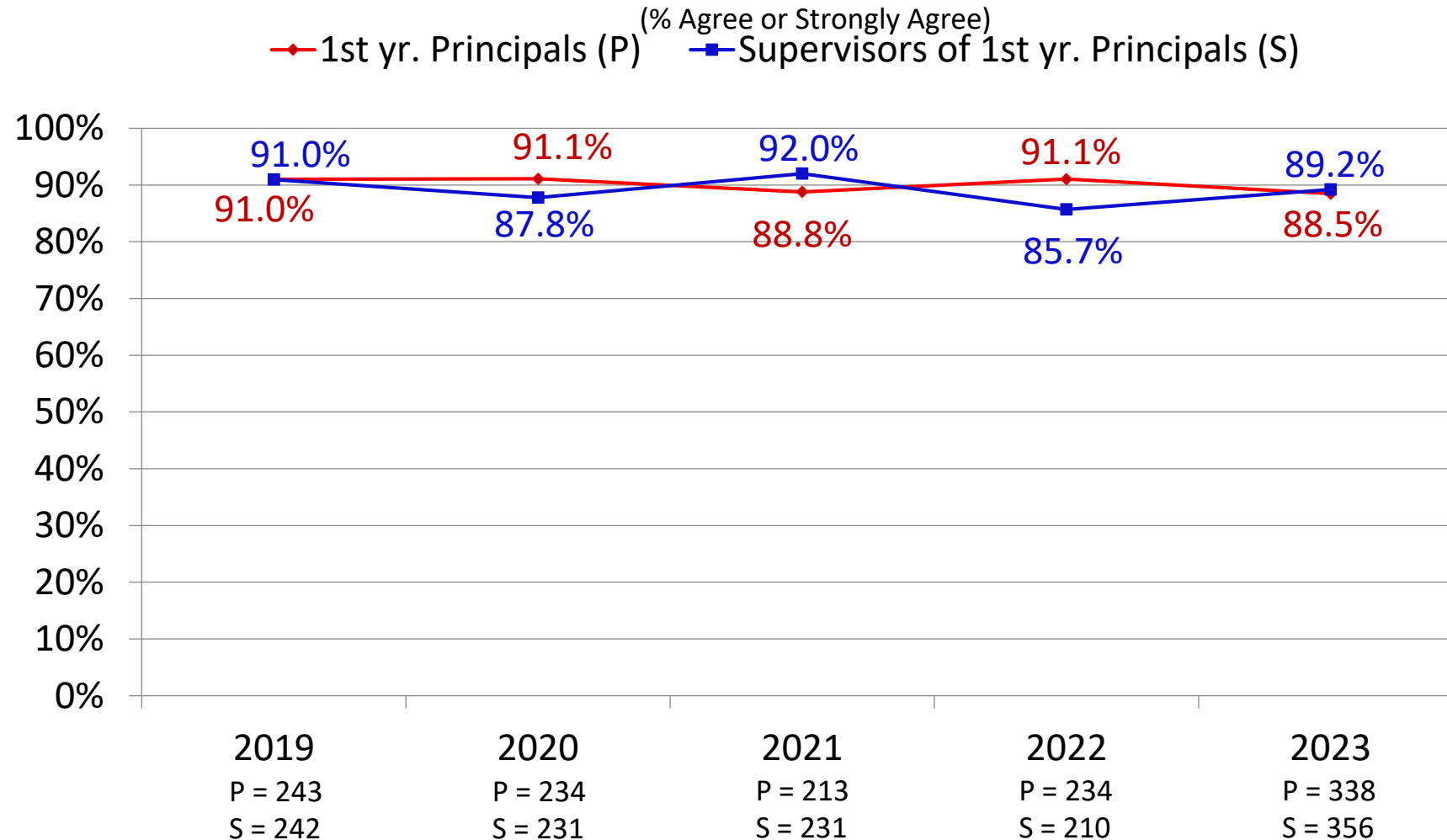
Missouri First-Year Principal Survey 2023

Prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders

(% Agree or Strongly Agree)

	2019	2020	2021	2022	2023
	P = 247	P = 242	P = 222	P = 240	P = 350
	S = 249	S = 240	S = 238	S = 218	S = 374
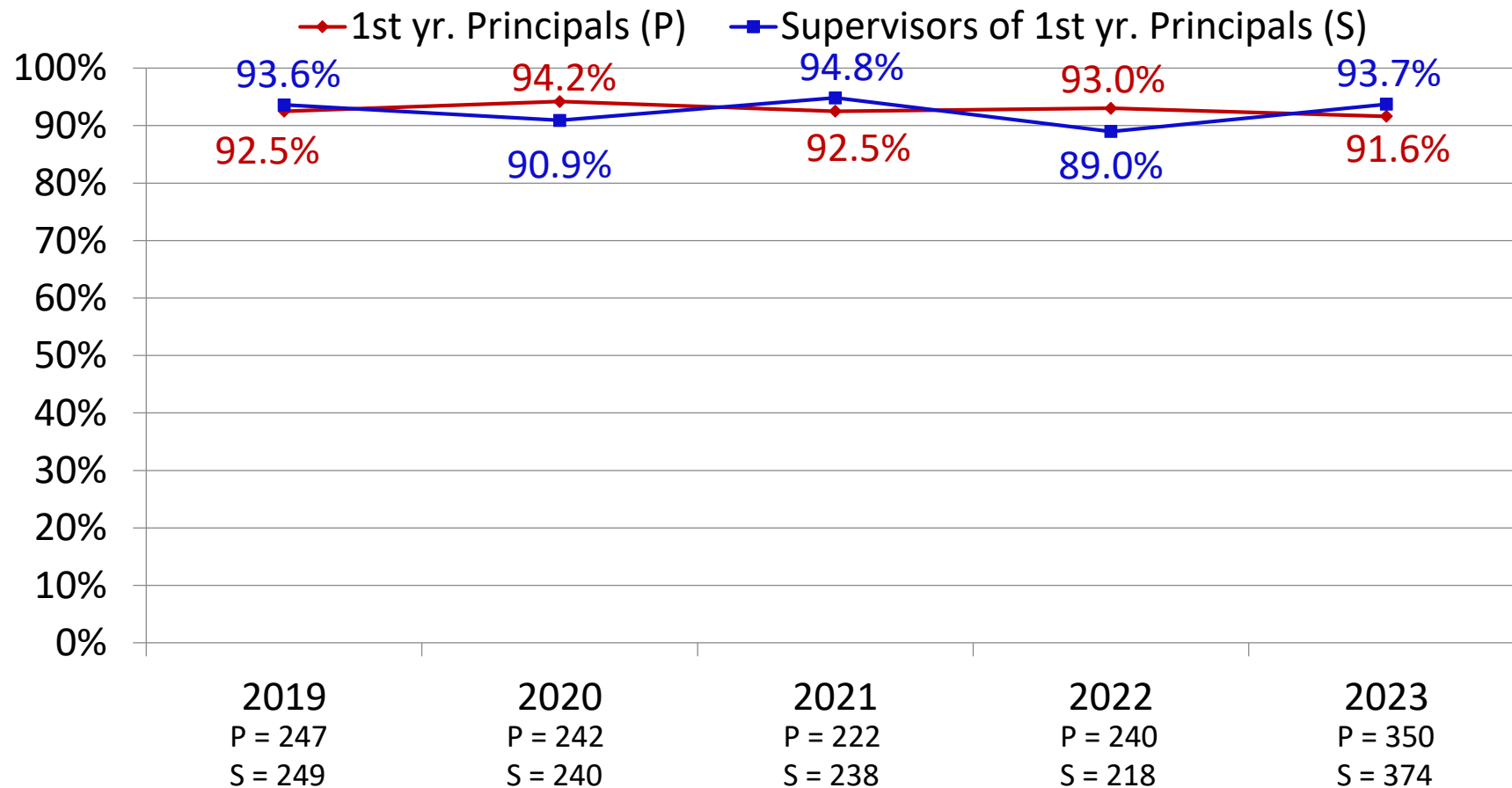
**Prepared to lead the development of vision, mission, and goals
that promote the success of all students**

(% Agree or Strongly Agree)

→ 1st yr. Principals (P)   ■ Supervisors of 1st yr. Principals (S)

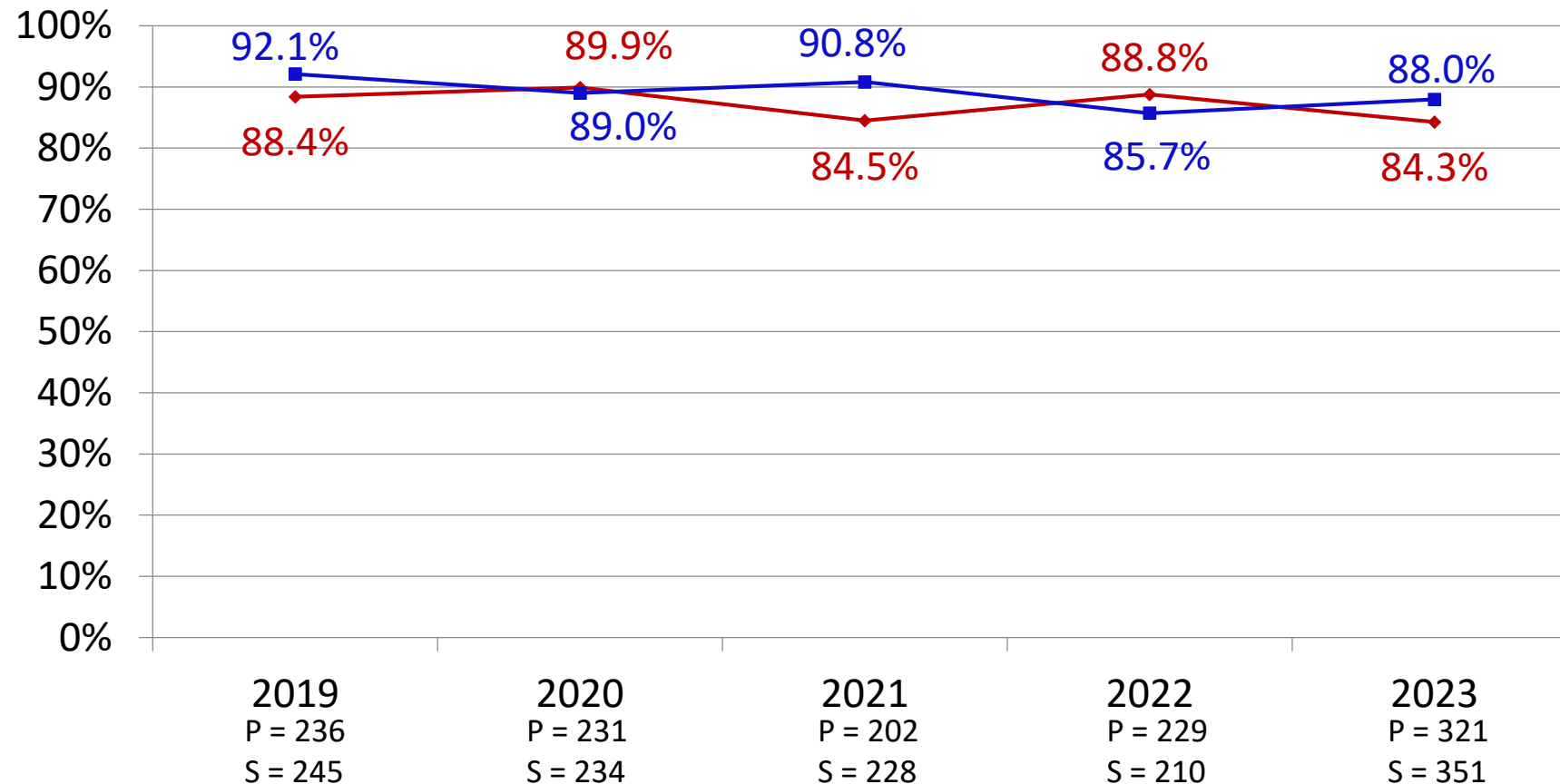|	2019	2020	2021	2022	2023
1st yr. Principals (P)	91.0%	91.1%	88.8%	91.1%	88.5%
Supervisors (S)	91.0%	87.8%	92.0%	85.7%	89.2%
	P = 243	P = 234	P = 213	P = 234	P = 338
	S = 242	S = 231	S = 231	S = 210	S = 356

Prepared to implement strategies to engage school community in the school's vision, mission and goals
(% Agree or Strongly Agree)

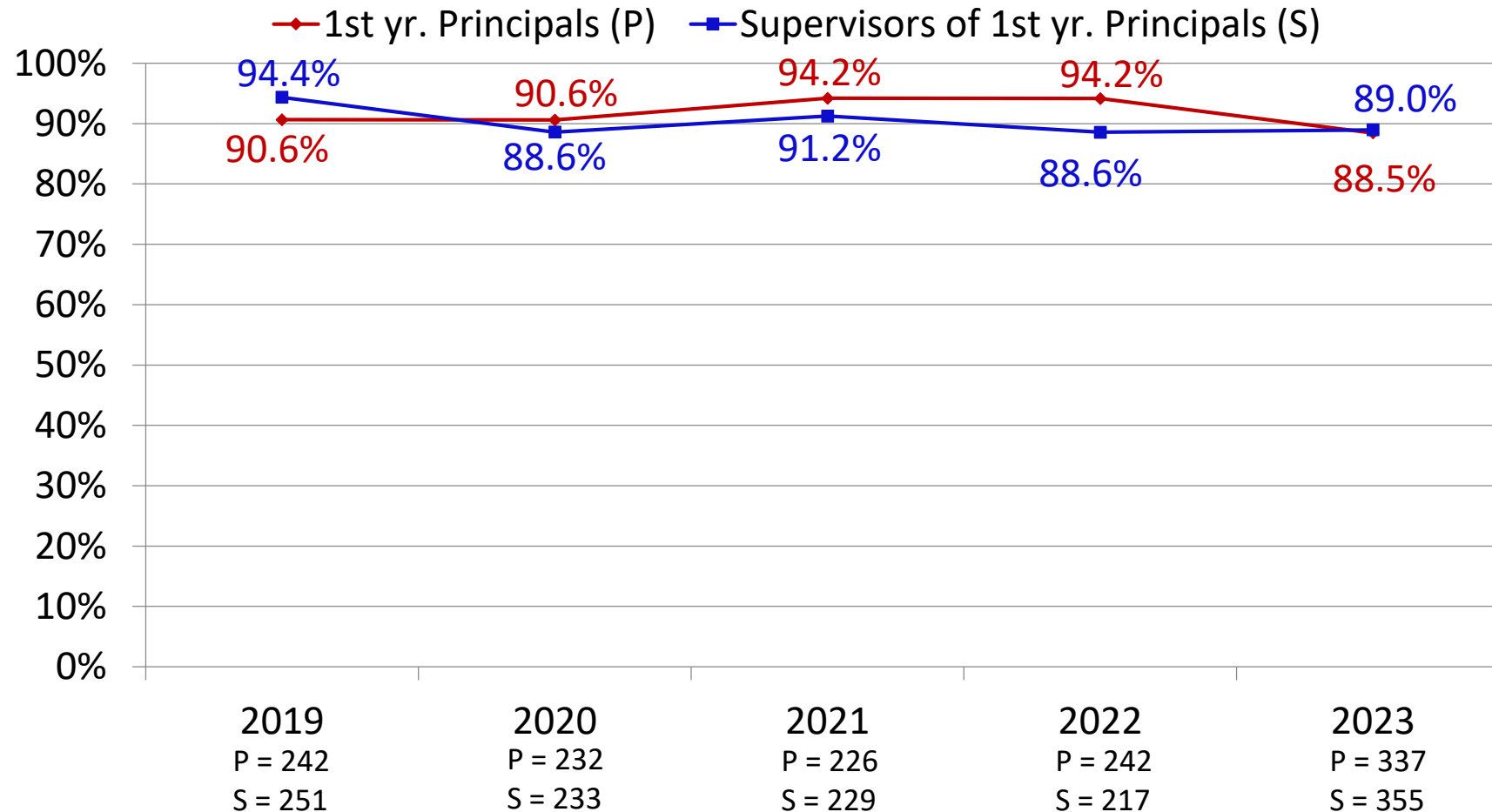1st yr. Principals (P) — Supervisors of 1st yr. Principals (S)

Year	2019	2020	2021	2022	2023
P (red)	88.4%	89.9%	84.5%	88.8%	84.3%
S (blue)	92.1%	89.0%	90.8%	85.7%	88.0%

2019	2020	2021	2022	2023
P = 236	P = 231	P = 202	P = 229	P = 321
S = 245	S = 234	S = 228	S = 210	S = 351

Prepared to establish a culture that promotes high levels of student learning
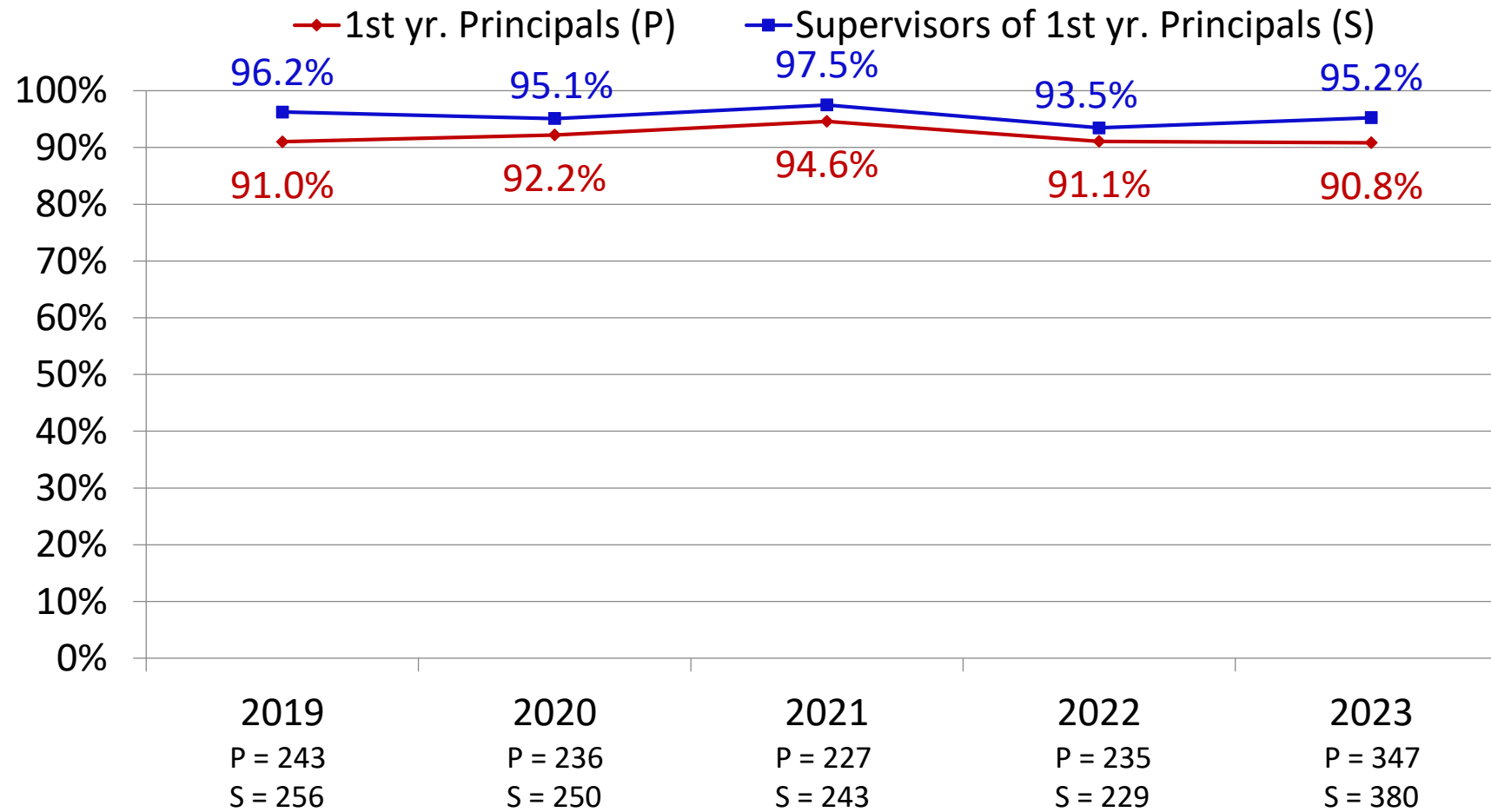
(% Agree or Strongly Agree)

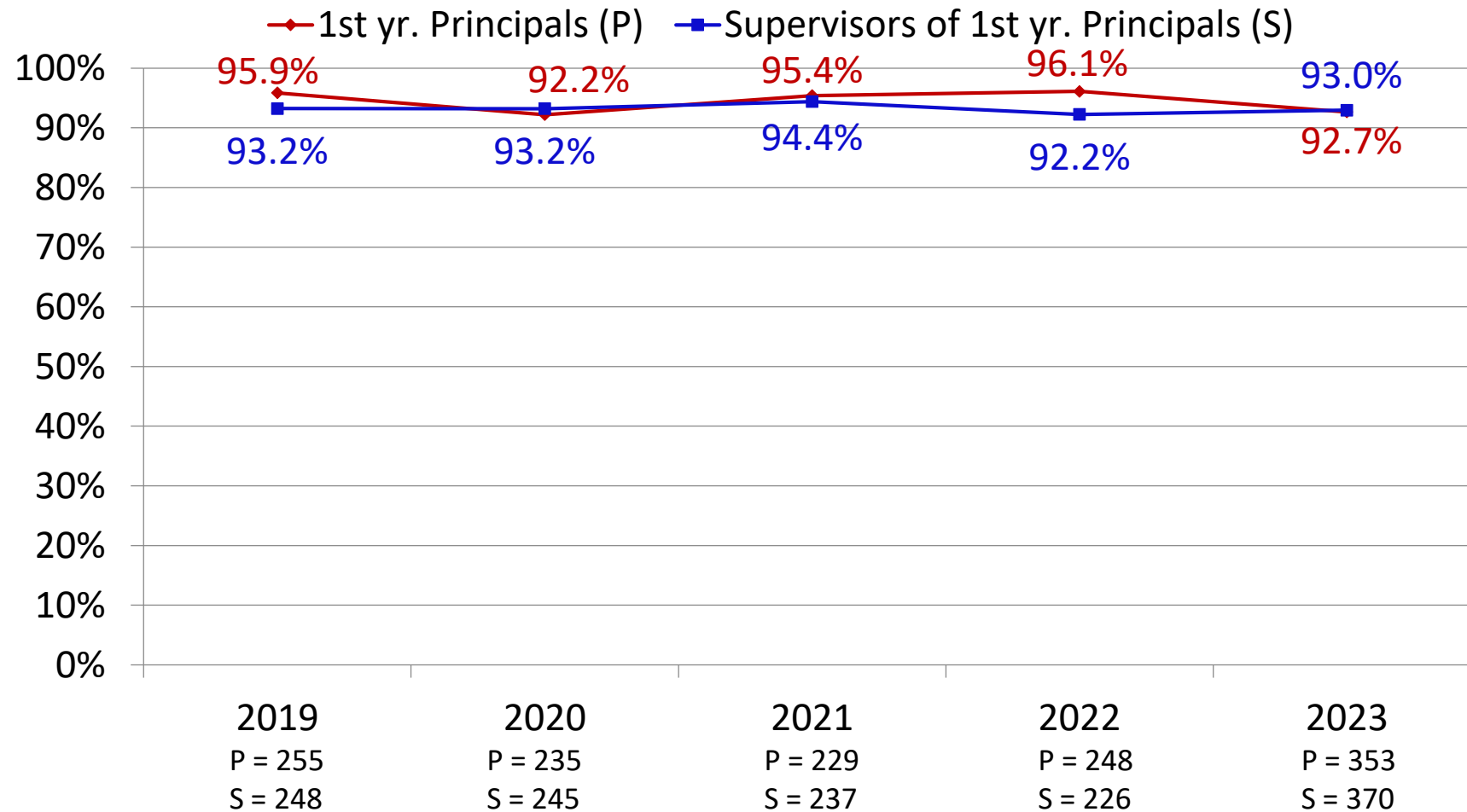**Prepared to maintain a safe learning environment for the school community**
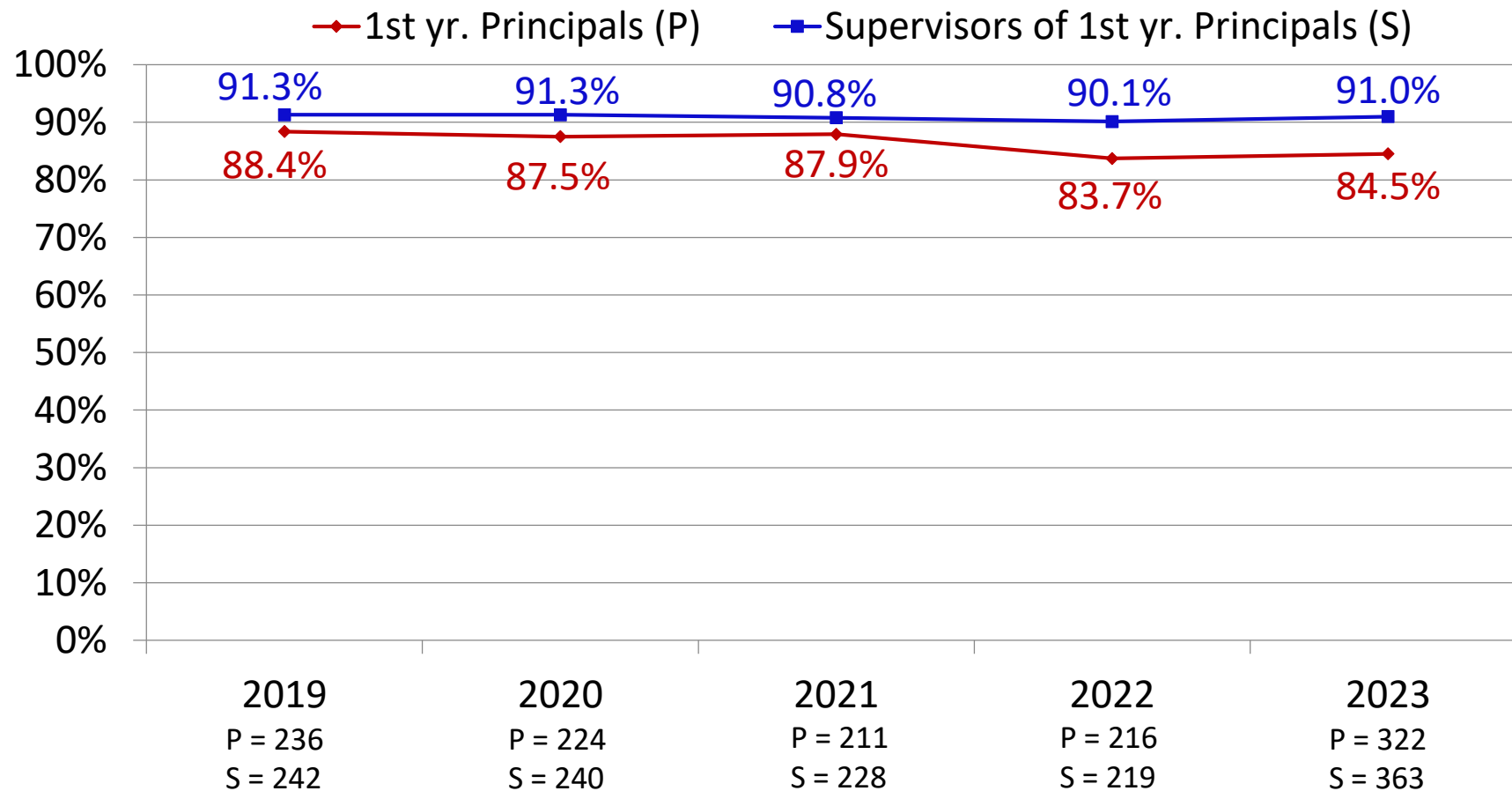(% Agree or Strongly Agree)

Prepared to establish a culture that nurtures positive relationships
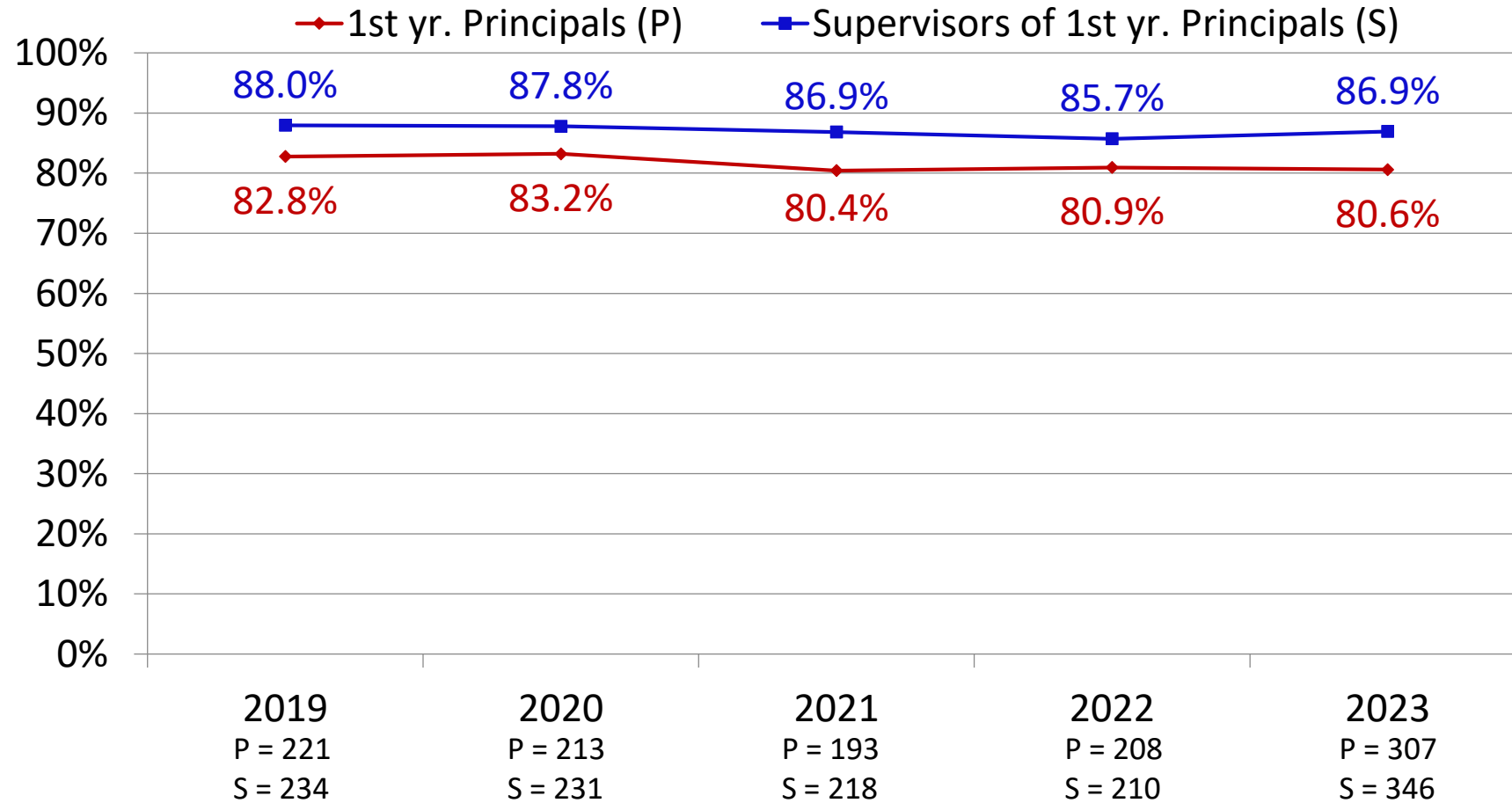
(% Agree or Strongly Agree)

	2019	2020	2021	2022	2023
1st yr. Principals (P)	95.9%	92.2%	95.4%	96.1%	92.7%
Supervisors of 1st yr. Principals (S)	93.2%	93.2%	94.4%	92.2%	93.0%
	P = 255	P = 235	P = 229	P = 248	P = 353
	S = 248	S = 245	S = 237	S = 226	S = 370

Missouri First-Year Principal Survey 2023

Prepared to implement effective processes to identify unique strengths and needs of students
(% Agree or Strongly Agree)

Missouri First-Year Principal Survey 2023

Prepared to facilitate effective processes for identifying gaps between current outcomes and goals
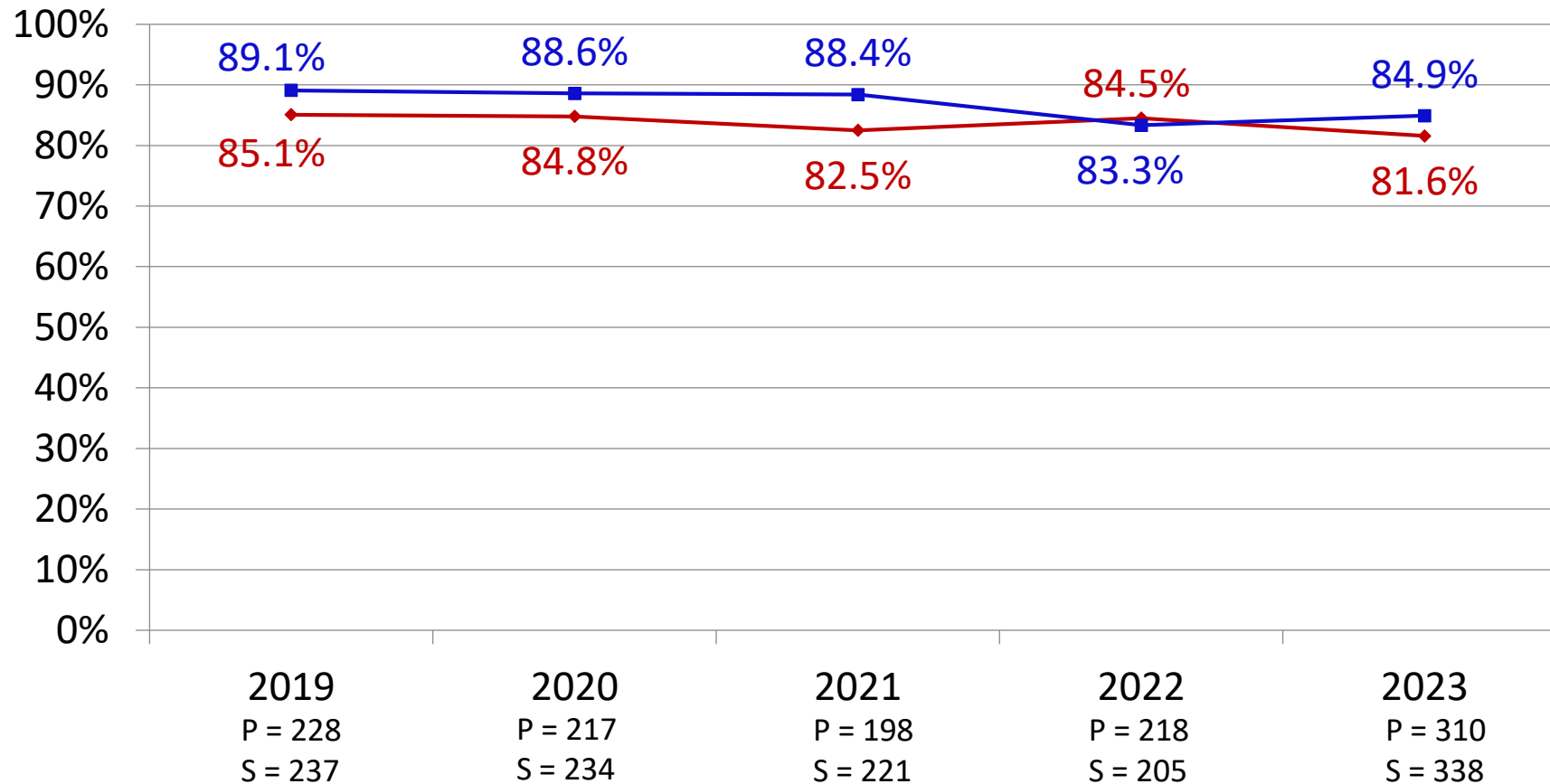
(% Agree or Strongly Agree)

Legend:
- 1st yr. Principals (P)
- Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
Supervisors (S)	88.0%	87.8%	86.9%	85.7%	86.9%
Principals (P)	82.8%	83.2%	80.4%	80.9%	80.6%
	P = 221	P = 213	P = 193	P = 208	P = 307
	S = 234	S = 231	S = 218	S = 210	S = 346

Missouri First-Year Principal Survey 2023

Prepared to use data and research to facilitate learning for all students

(% Agree or Strongly Agree)

Legend: ◆ 1st yr. Principals (P) ■ Supervisors of 1st yr. Principals (S)
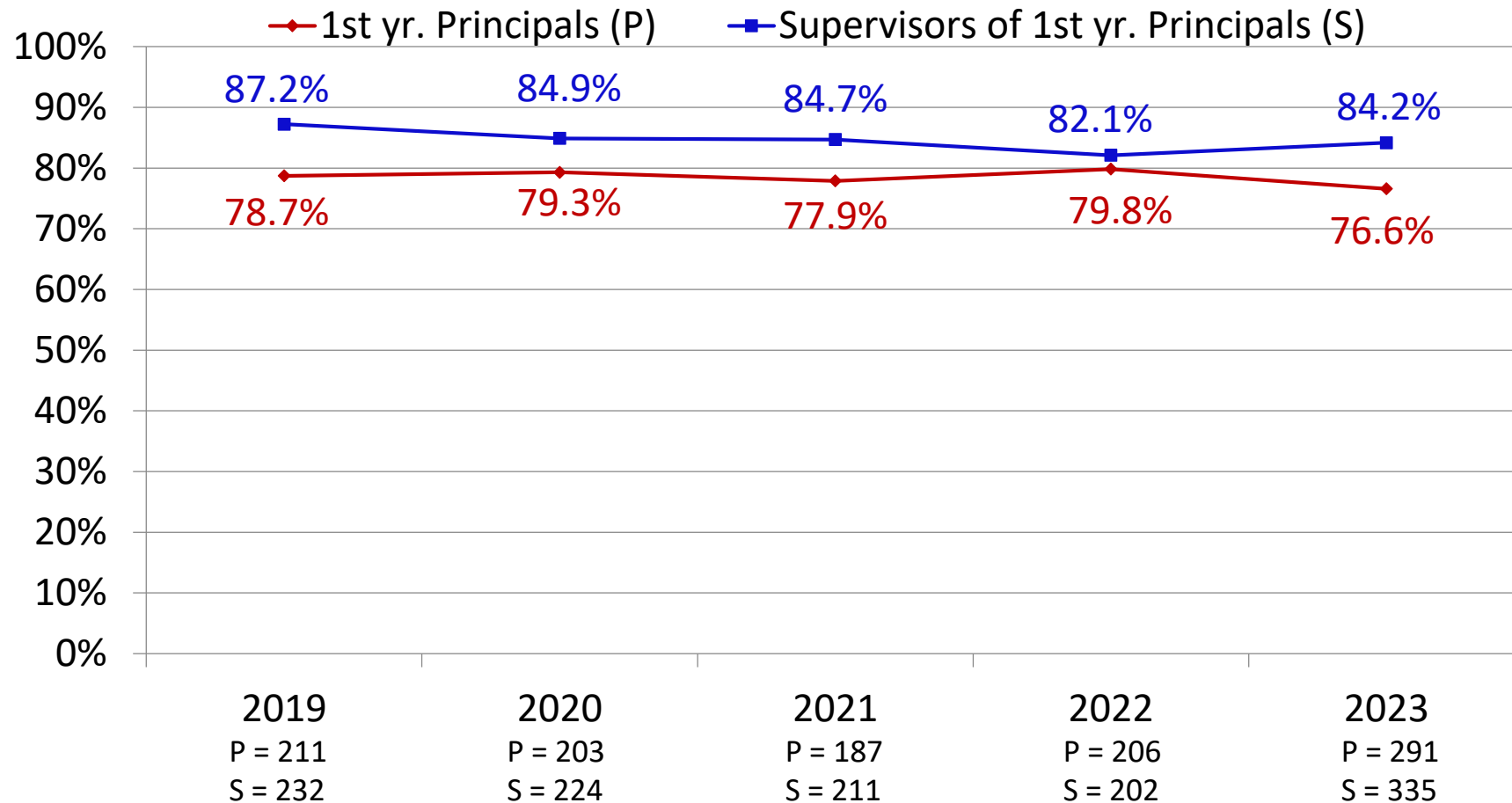
Year	2019	2020	2021	2022	2023
Supervisors (S)	89.1%	88.6%	88.4%	83.3%	84.9%
Principals (P)	85.1%	84.8%	82.5%	84.5%	81.6%
	P = 228	P = 217	P = 198	P = 218	P = 310
	S = 237	S = 234	S = 221	S = 205	S = 338

Missouri First-Year Principal Survey 2023

Prepared to work with personnel to develop professional growth plans for improvement of student learning

(% Agree or Strongly Agree)

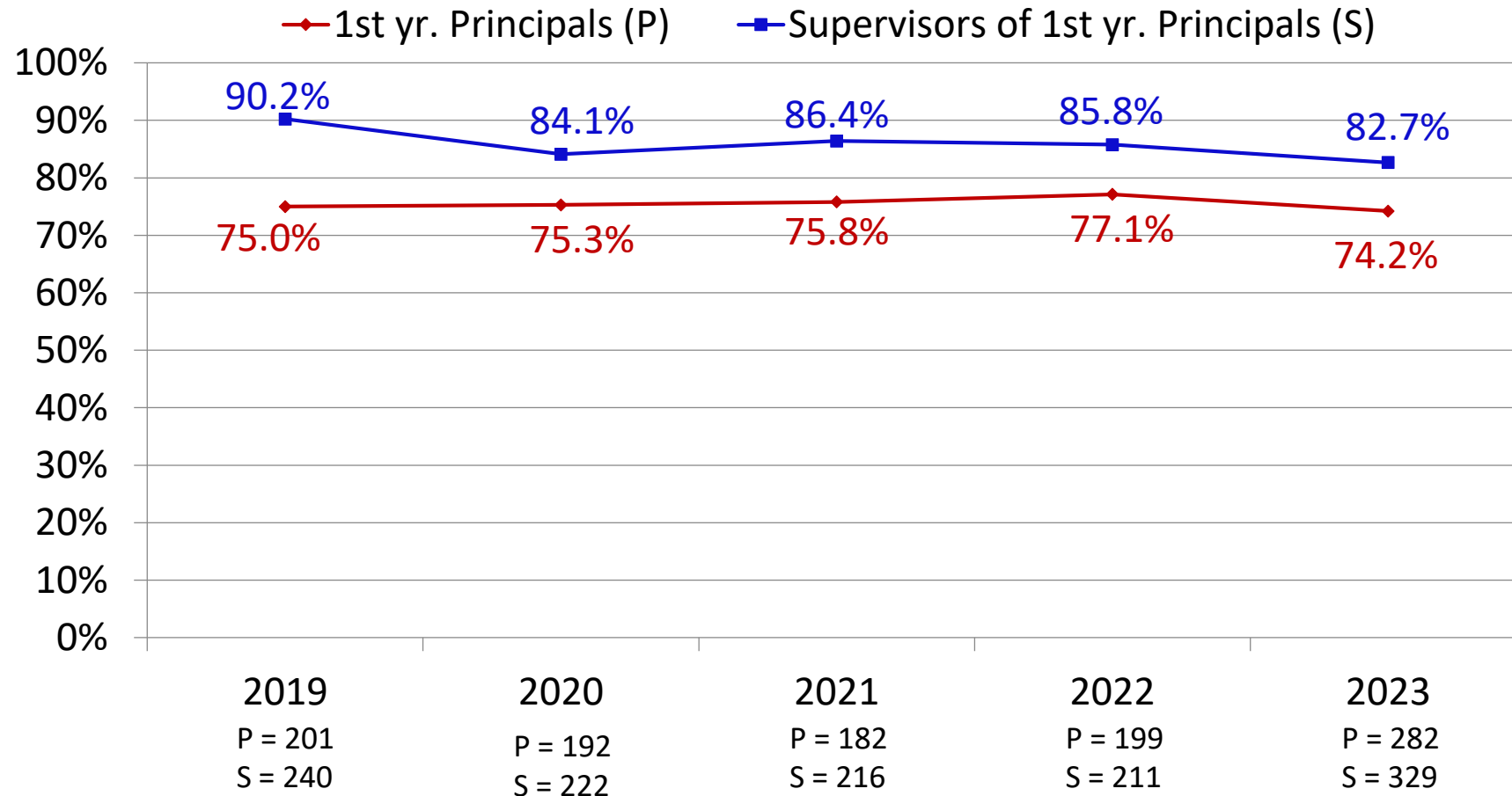|	2019	2020	2021	2022	2023
Supervisors (S)	87.2%	84.9%	84.7%	82.1%	84.2%
1st yr. Principals (P)	78.7%	79.3%	77.9%	79.8%	76.6%
	P = 211	P = 203	P = 187	P = 206	P = 291
	S = 232	S = 224	S = 211	S = 202	S = 335

Legend: 1st yr. Principals (P) — Supervisors of 1st yr. Principals (S)

Prepared to facilitate effective evaluation processes

(% Agree or Strongly Agree)

	2019	2020	2021	2022	2023
	P = 201	P = 192	P = 182	P = 199	P = 282
	S = 240	S = 222	S = 216	S = 211	S = 329

Missouri First-Year Principal Survey 2023

Prepared to offer positive and constructive feedback to personnel

(% Agree or Strongly Agree)

Legend:
- 1st yr. Principals (P) — red line
- Supervisors of 1st yr. Principals (S) — blue line

Year	2019	2020	2021	2022	2023
Supervisors (S)	93.2%	89.8%	90.8%	88.6%	89.1%
1st yr. Principals (P)	83.2%	86.7%	86.7%	85.3%	83.1%
P =	223	222	208	220	315
S =	247	237	226	218	353

Missouri First-Year Principal Survey 2023
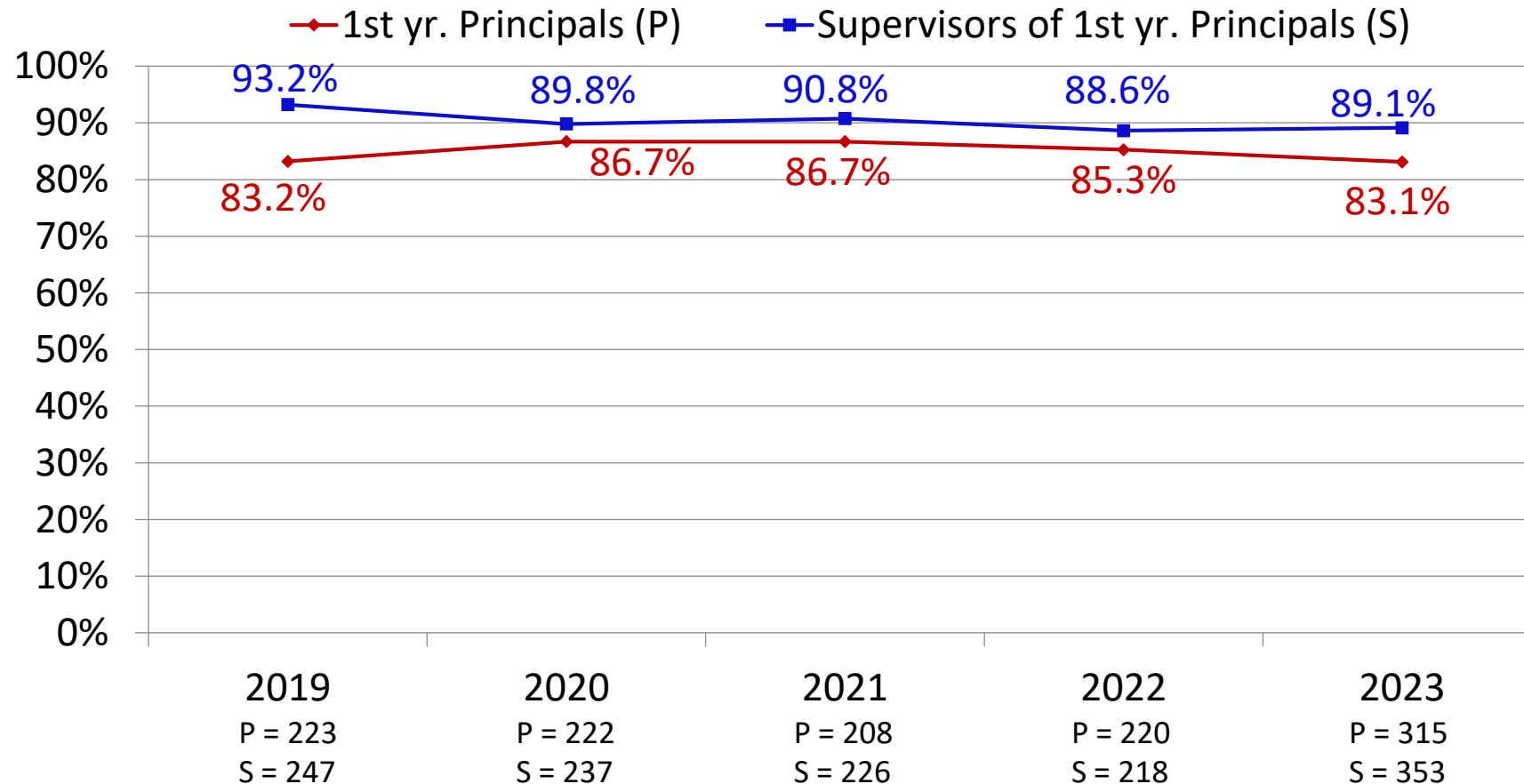
Prepared to guide the effective use of resources to support student learning

(% Agree or Strongly Agree)
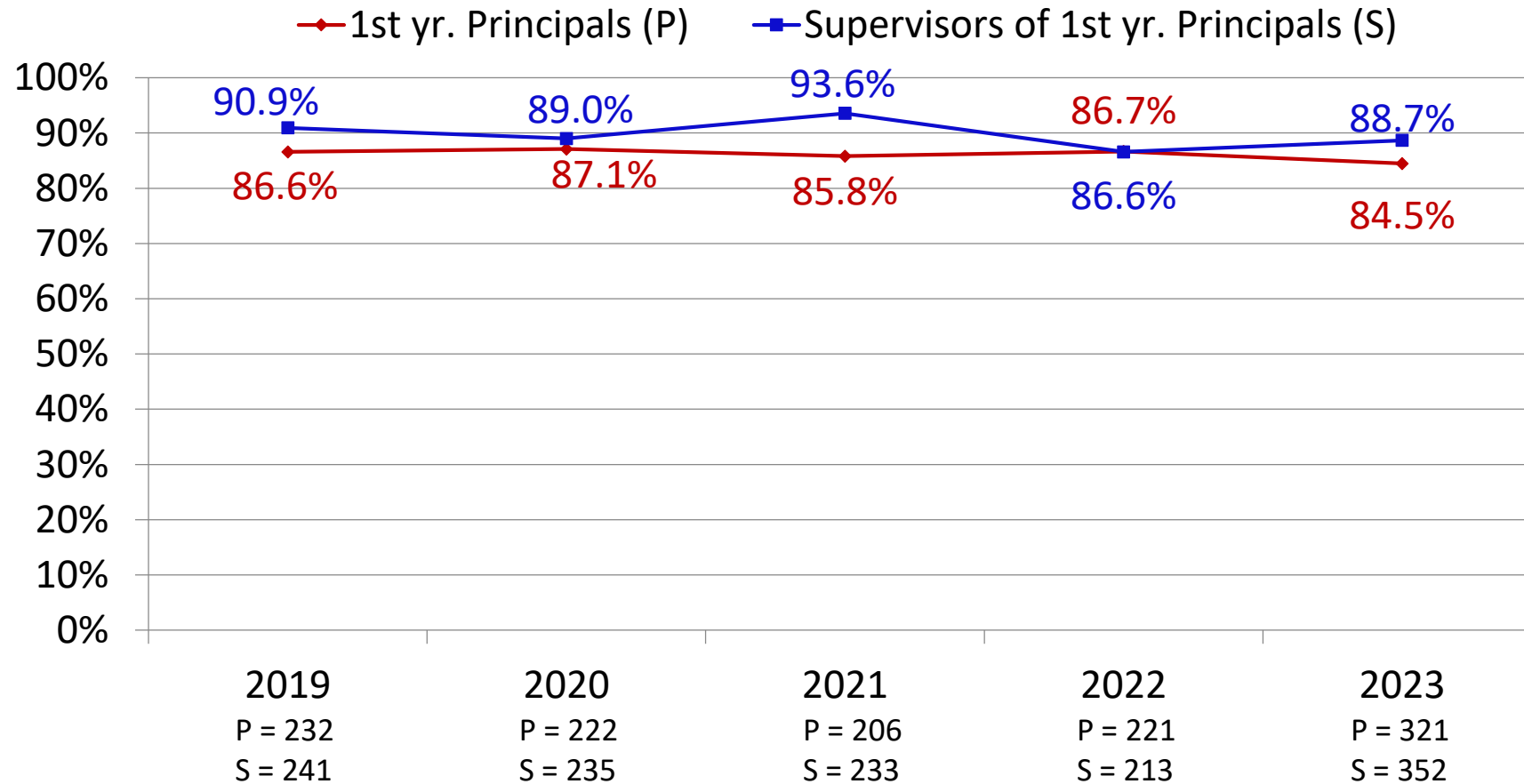
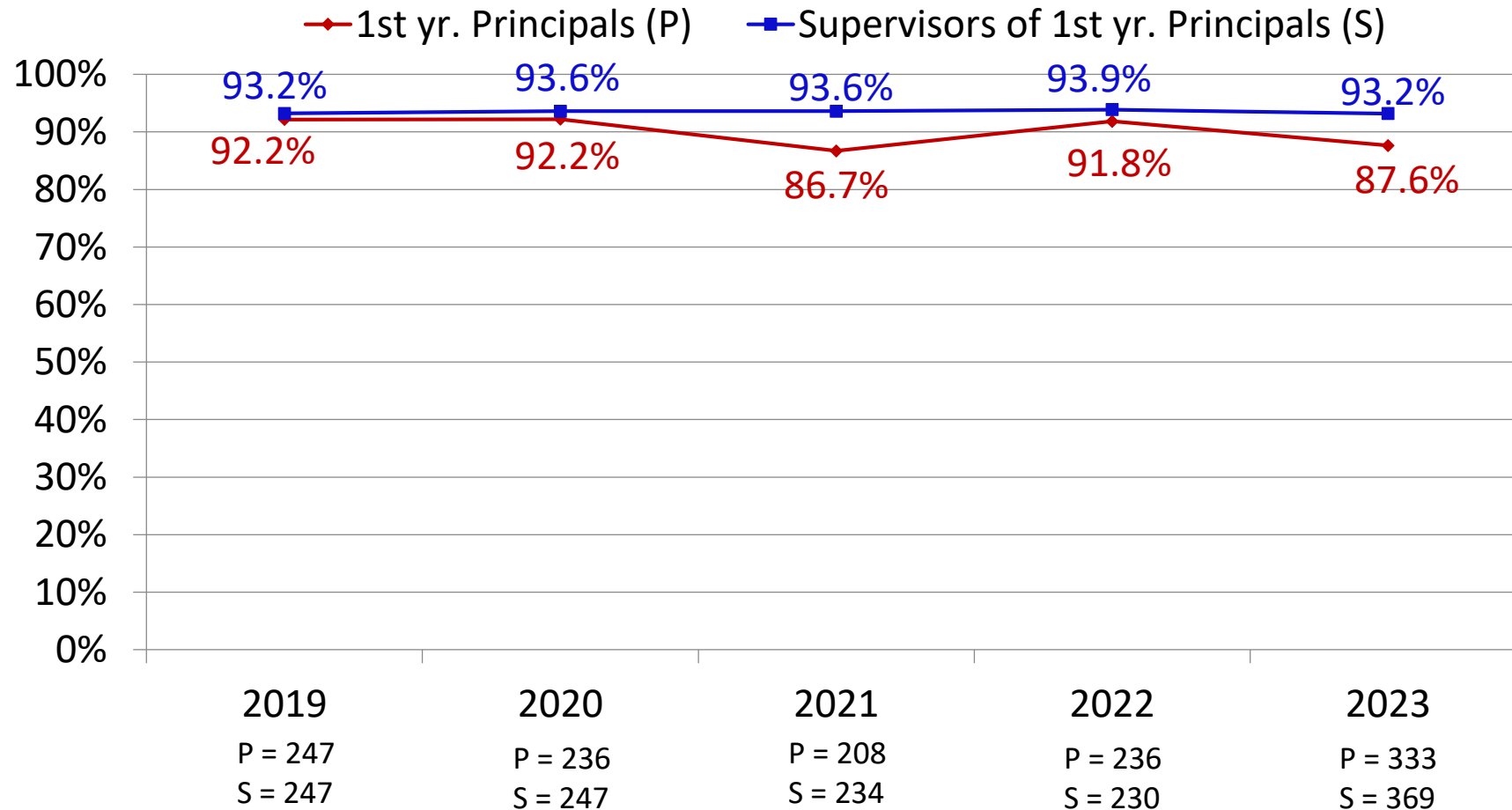**Prepared to support positive relationships with families**

(% Agree or Strongly Agree)

1st yr. Principals (P) ◆——◆   Supervisors of 1st yr. Principals (S) ■——■

	2019	2020	2021	2022	2023
P	256	241	217	237	346
S	249	246	241	230	372

Principals (P): 95.5%, 94.1%, 91.6%, 92.2%, 91.1%
Supervisors (S): 94.7%, 93.2%, 96.4%, 94.3%, 93.7%

Missouri First-Year Principal Survey 2023
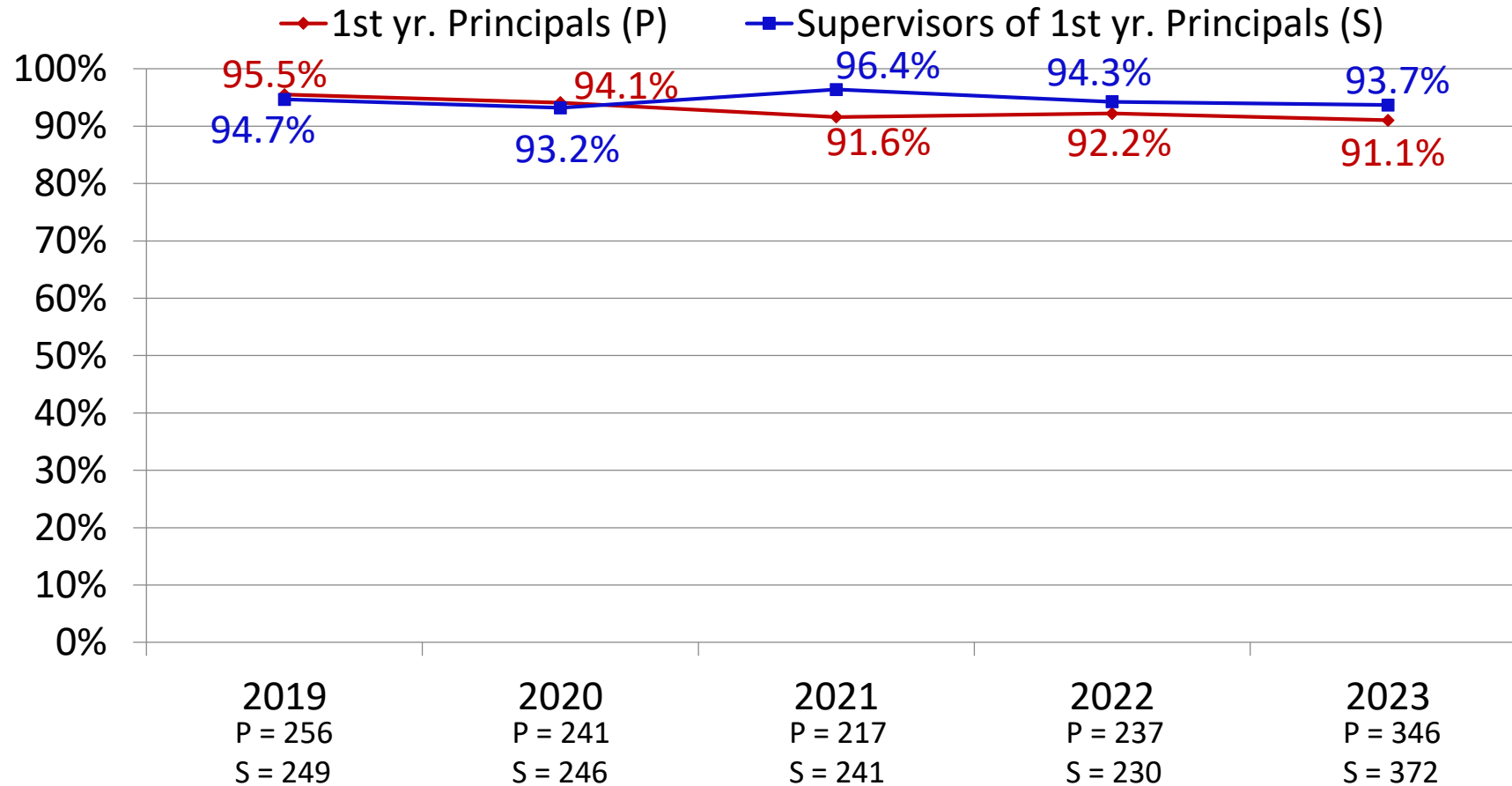
Prepared to support positive relationships with community members

(% Agree or Strongly Agree)

◆ 1st yr. Principals (P)   ■ Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
Supervisors (S)	93.2%	93.6%	93.6%	93.9%	93.2%
Principals (P)	92.2%	92.2%	86.7%	91.8%	87.6%
P	247	236	208	236	333
S	247	247	234	230	369

Missouri First-Year Principal Survey 2023

Prepared to collaborate with families to enhance the culture of learning

(% Agree or Strongly Agree)

Legend: 1st yr. Principals (P) — Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
Supervisors (S)	94.0%	93.2%	94.0%	92.3%	90.7%
Principals (P)	87.3%	85.6%	84.6%	87.6%	83.2%
	P = 234	P = 220	P = 203	P = 226	P = 316
	S = 270	S = 246	S = 235	S = 227	S = 360

Missouri First-Year Principal Survey 2023
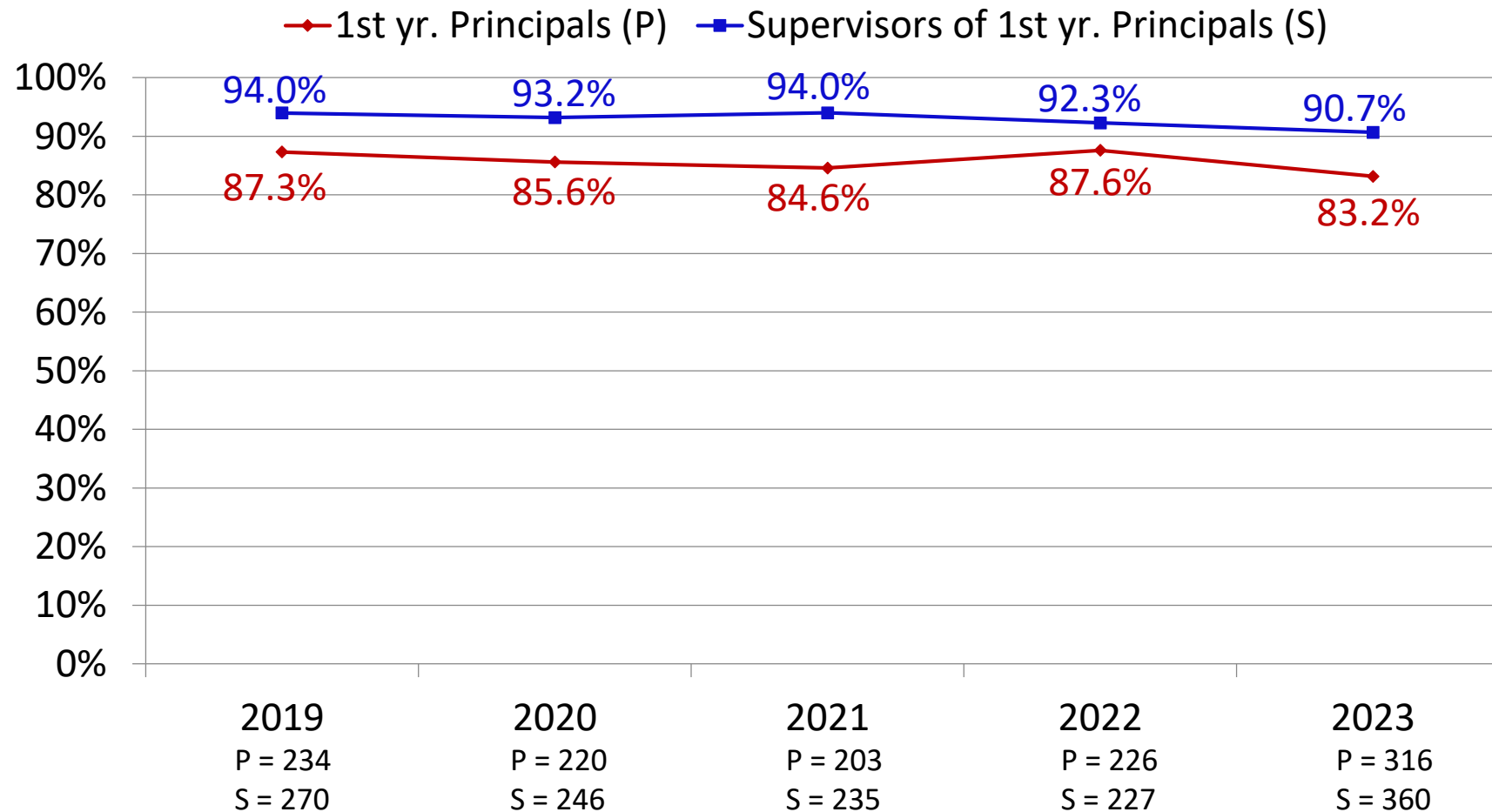
Prepared to build partnerships with community members

(% Agree or Strongly Agree)

→ 1st yr. Principals (P)   ■ Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
Supervisors (S)	88.7%	89.0%	87.2%	87.8%	88.9%
Principals (P)	85.8%	81.3%	79.6%	83.3%	78.9%

2019	2020	2021	2022	2023
P = 229	P = 209	P = 191	P = 215	P = 299
S = 236	S = 234	S = 217	S = 216	S = 353
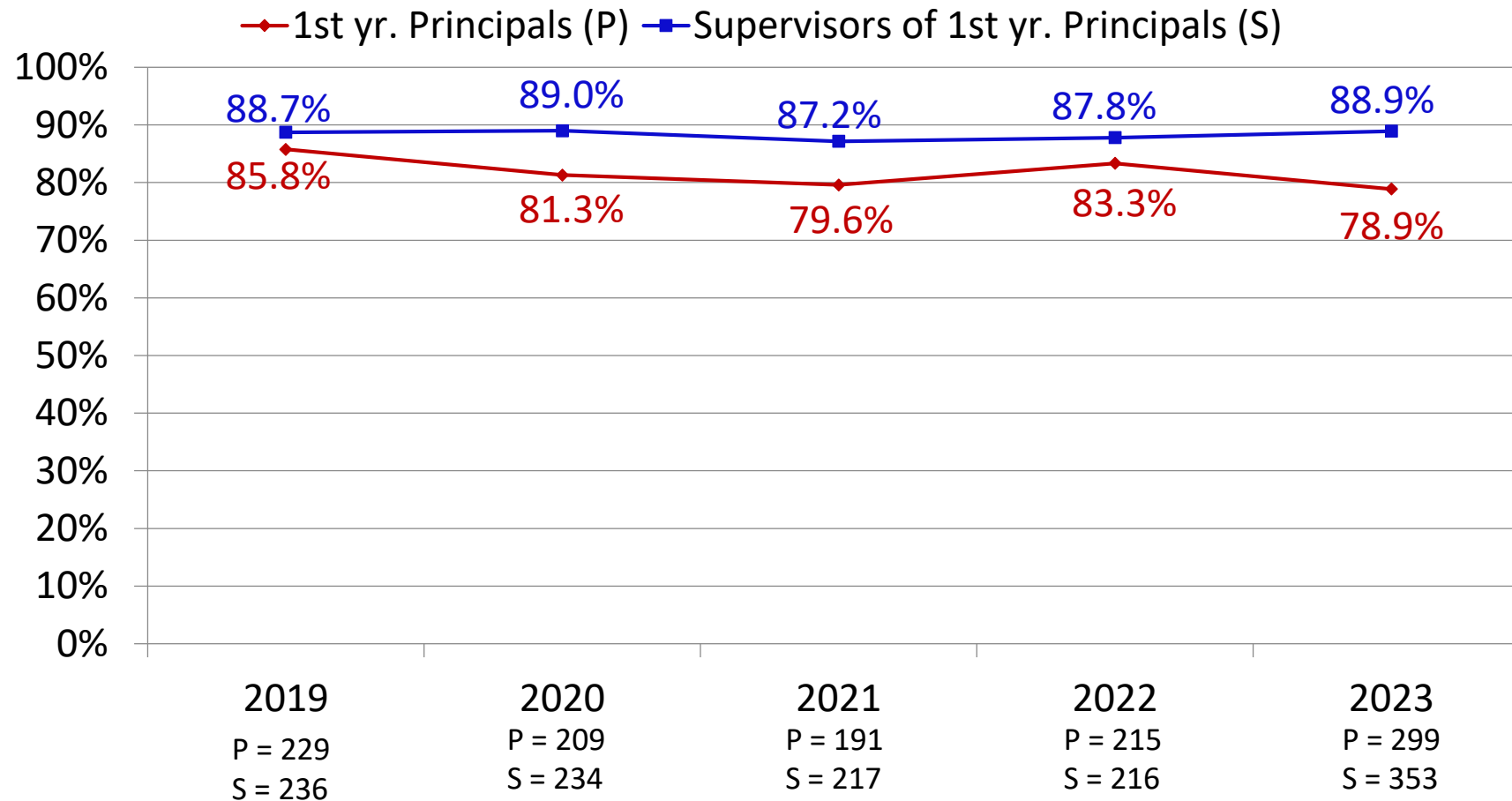
Prepared to identify key stakeholders in the community

(% Agree or Strongly Agree)
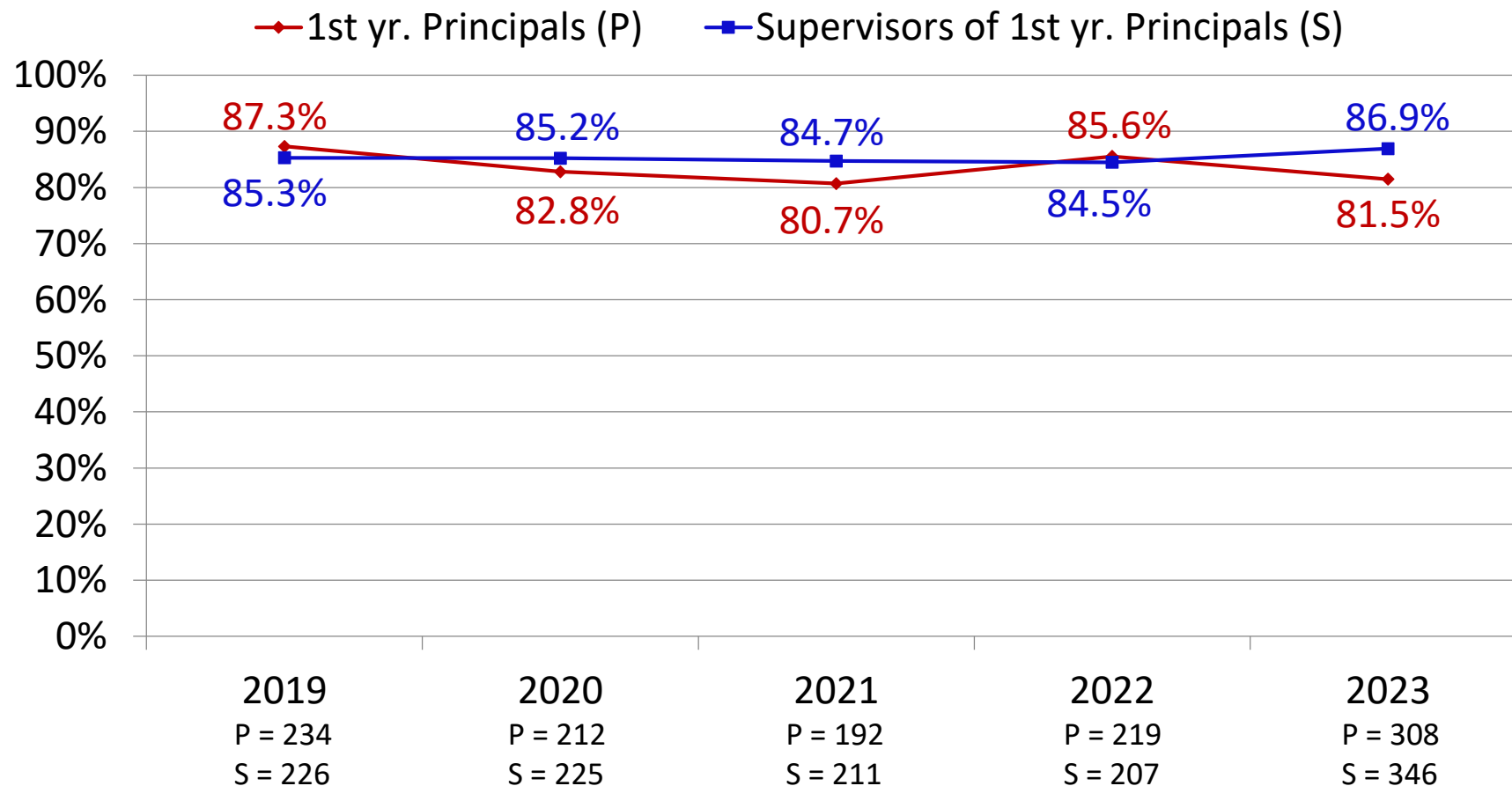
1st yr. Principals (P) — Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
P	87.3%	82.8%	80.7%	85.6%	81.5%
S	85.3%	85.2%	84.7%	84.5%	86.9%
P =	234	212	192	219	308
S =	226	225	211	207	346

**Prepared to facilitate community support networks
to impact student learning**

(% Agree or Strongly Agree)

Legend: ◆ 1st yr. Principals (P)   ■ Supervisors of 1st yr. Principals (S)

Supervisors values (blue): 83.8%, 84.9%, 83.2%, 83.7%, 82.7%

Principals values (red): 82.8%, 77.0%, 76.5%, 79.8%, 74.2%

2019	2020	2021	2022	2023
P = 221	P = 197	P = 182	P = 206	P = 282
S = 222	S = 224	S = 208	S = 205	S = 329

Missouri First-Year Principal Survey 2023
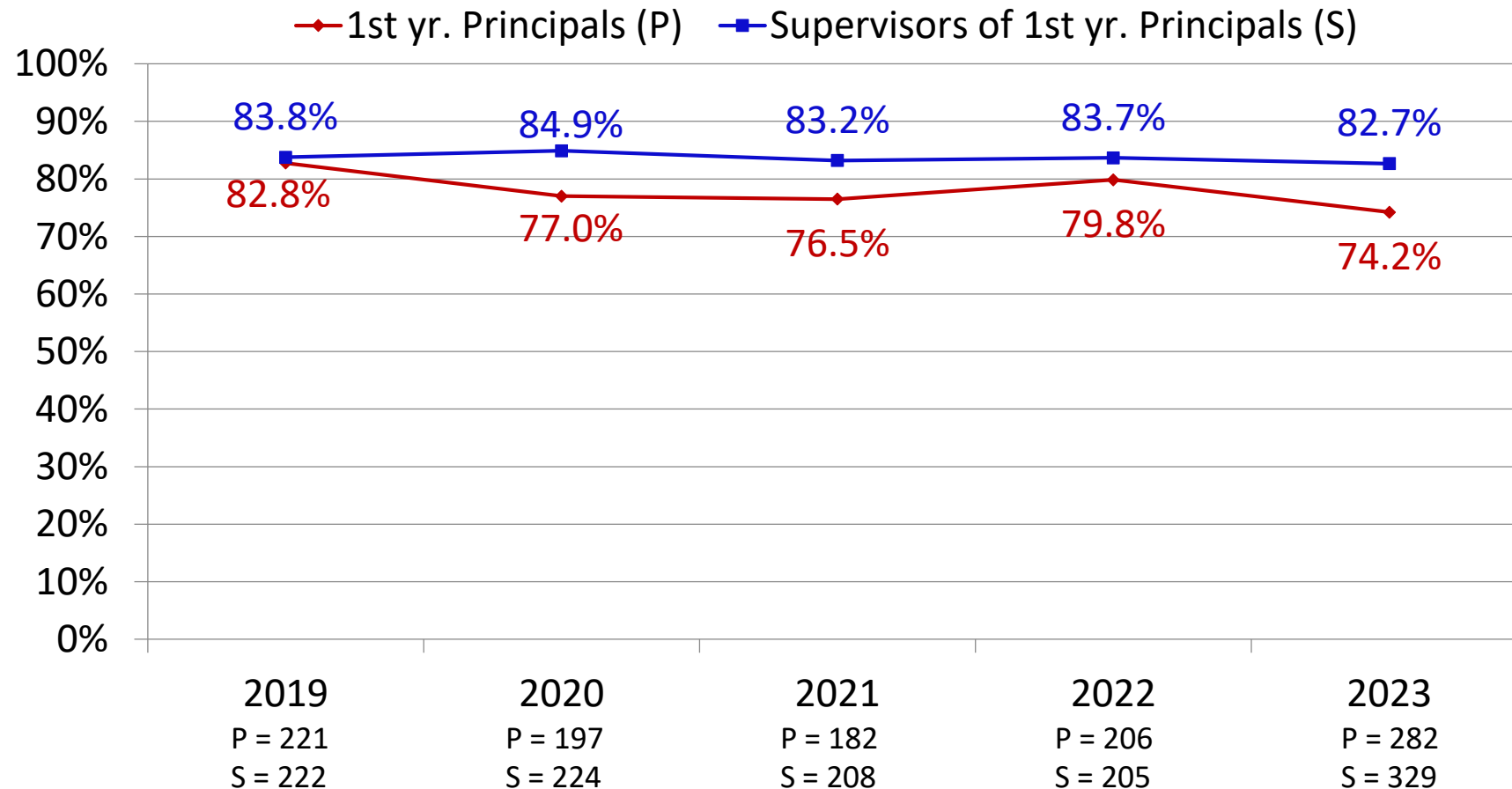
Prepared to model personal and professional ethical behavior

(% Agree or Strongly Agree)

	2019	2020	2021	2022	2023
1st yr. Principals (P)	98.1%	96.9%	95.4%	96.9%	94.7%
Supervisors of 1st yr. Principals (S)	96.2%	95.5%	96.0%	93.5%	94.5%
	P = 263	P = 249	P = 229	P = 249	P = 360
	S = 256	S = 252	S = 240	S = 229	S = 376

Missouri First-Year Principal Survey 2023
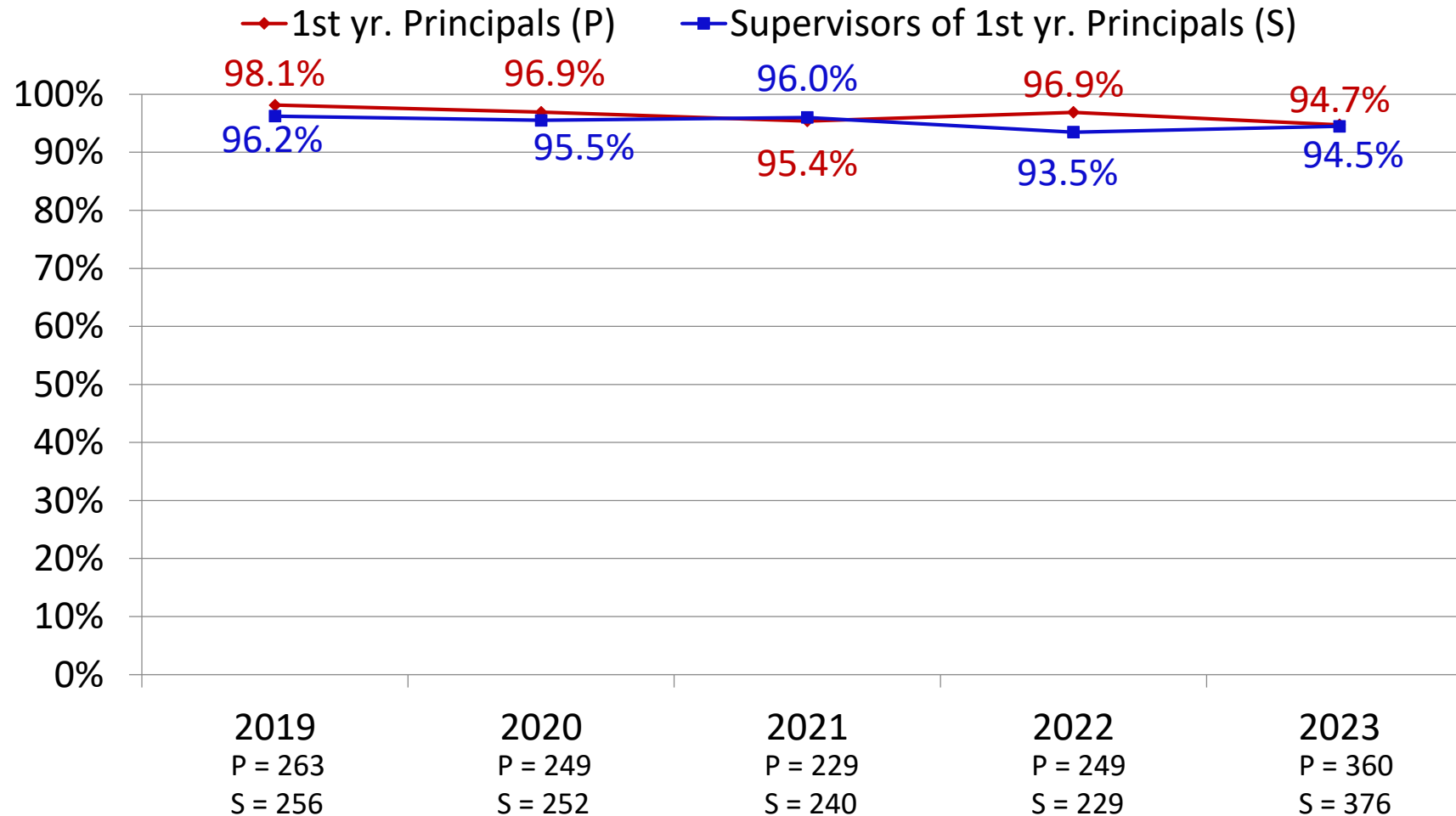
Prepared to use research and best practice to guide professional growth

(% Agree or Strongly Agree)

	2019	2020	2021	2022	2023
1st yr. Principals (P)	94.4%	93.0%	92.1%	91.5%	91.3%
Supervisors of 1st yr. Principals (S)	92.1%	90.1%	96.4%	89.0%	90.2%
	P = 252	P = 238	P = 220	P = 236	P = 347
	S = 245	S = 237	S = 240	S = 219	S = 358

Missouri First-Year Principal Survey 2023
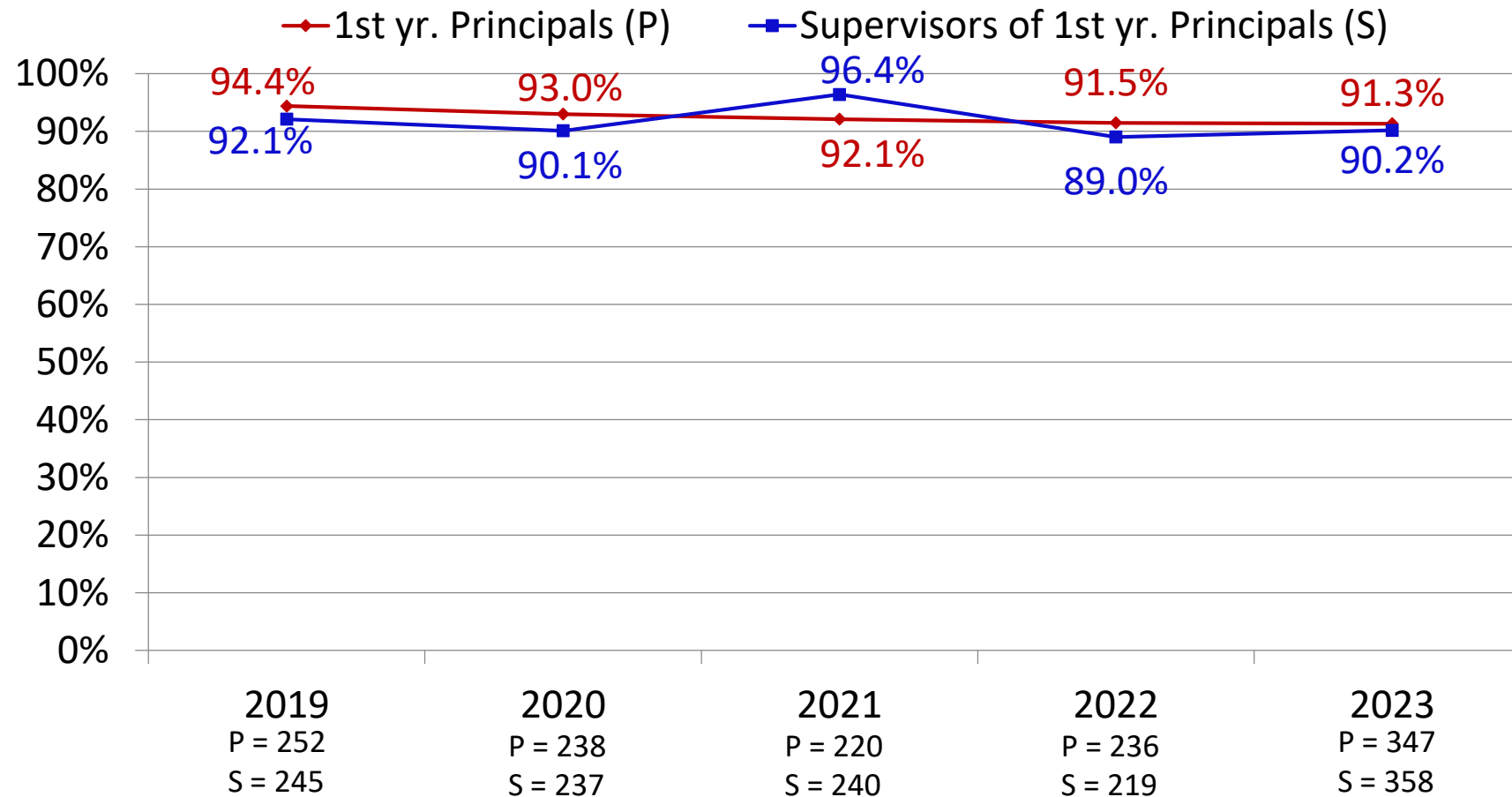
Prepared to use research and best practice to guide professional growth for personnel

(% Agree or Strongly Agree)

◆ 1st yr. Principals (P)　■ Supervisors of 1st yr. Principals (S)

	2019	2020	2021	2022	2023
P	90.7%	92.2%	90.4%	91.1%	89.5%
S	90.6%	87.5%	91.2%	88.6%	88.1%
P =	243	236	217	235	339
S =	241	231	228	217	349

Missouri First-Year Principal Survey 2023
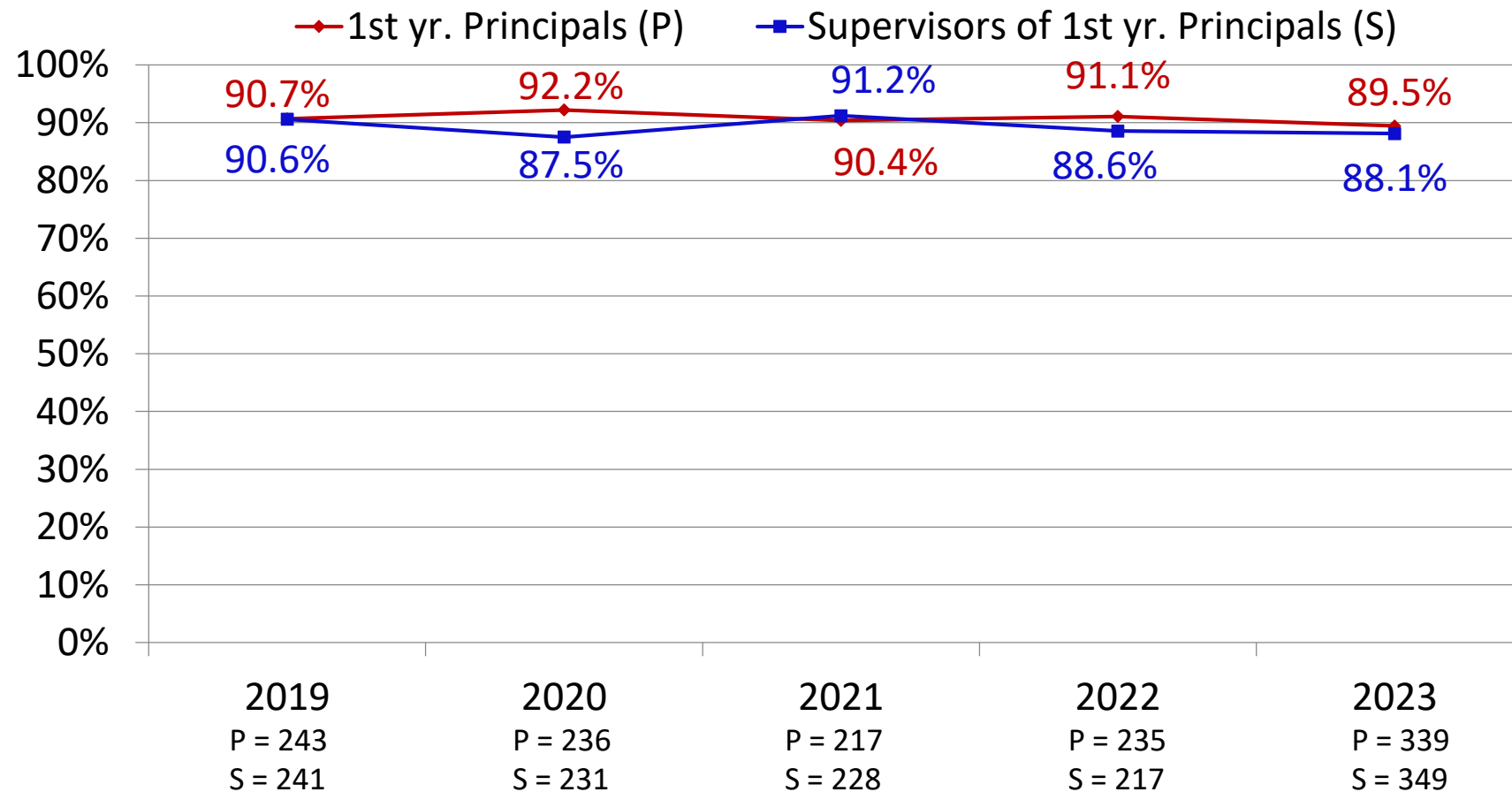
Overall quality of the administrator preparation program completed
(% Good or Very Good)
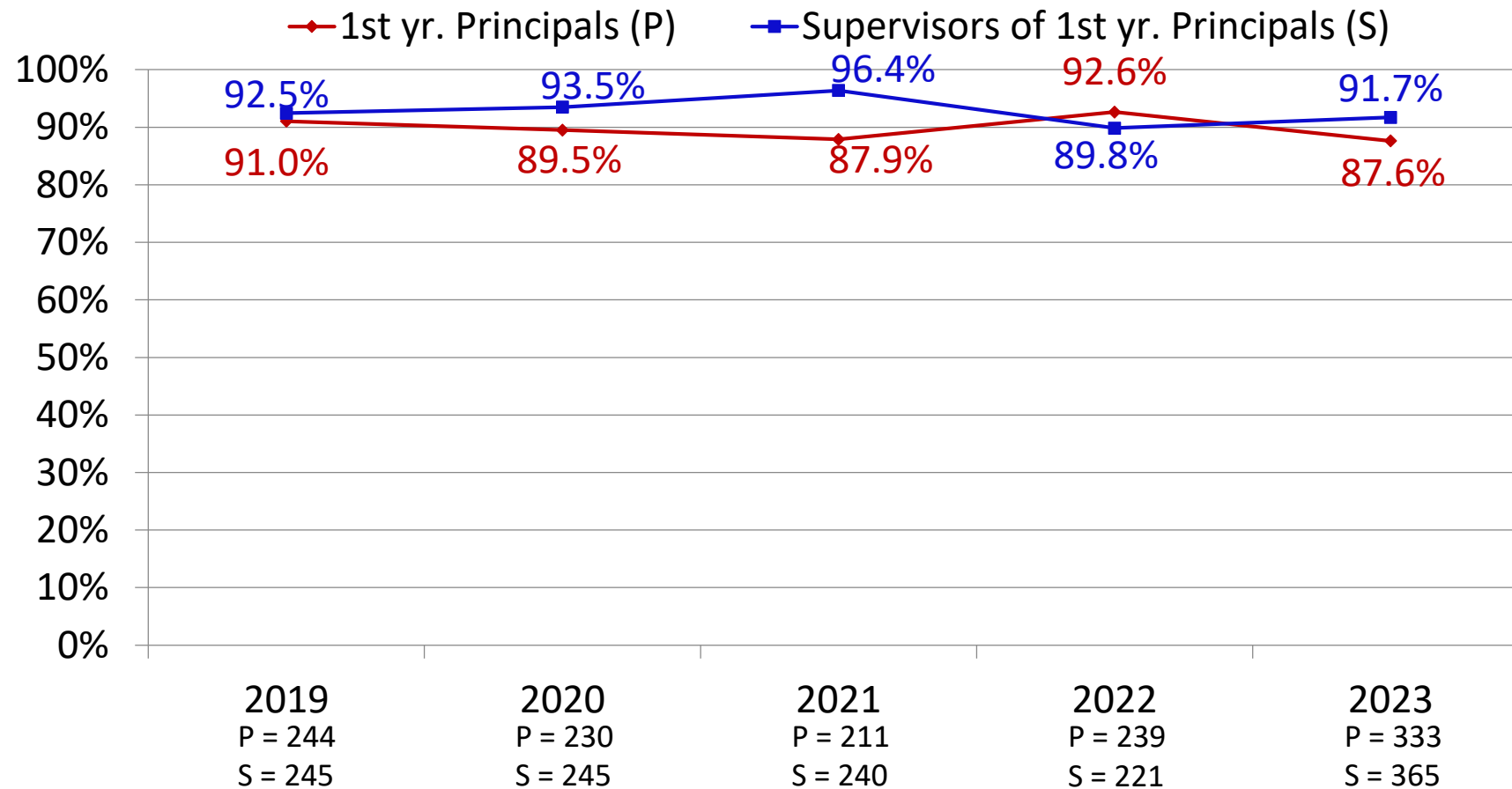
I was prepared to use research and best practice to guide professional growth for personnel
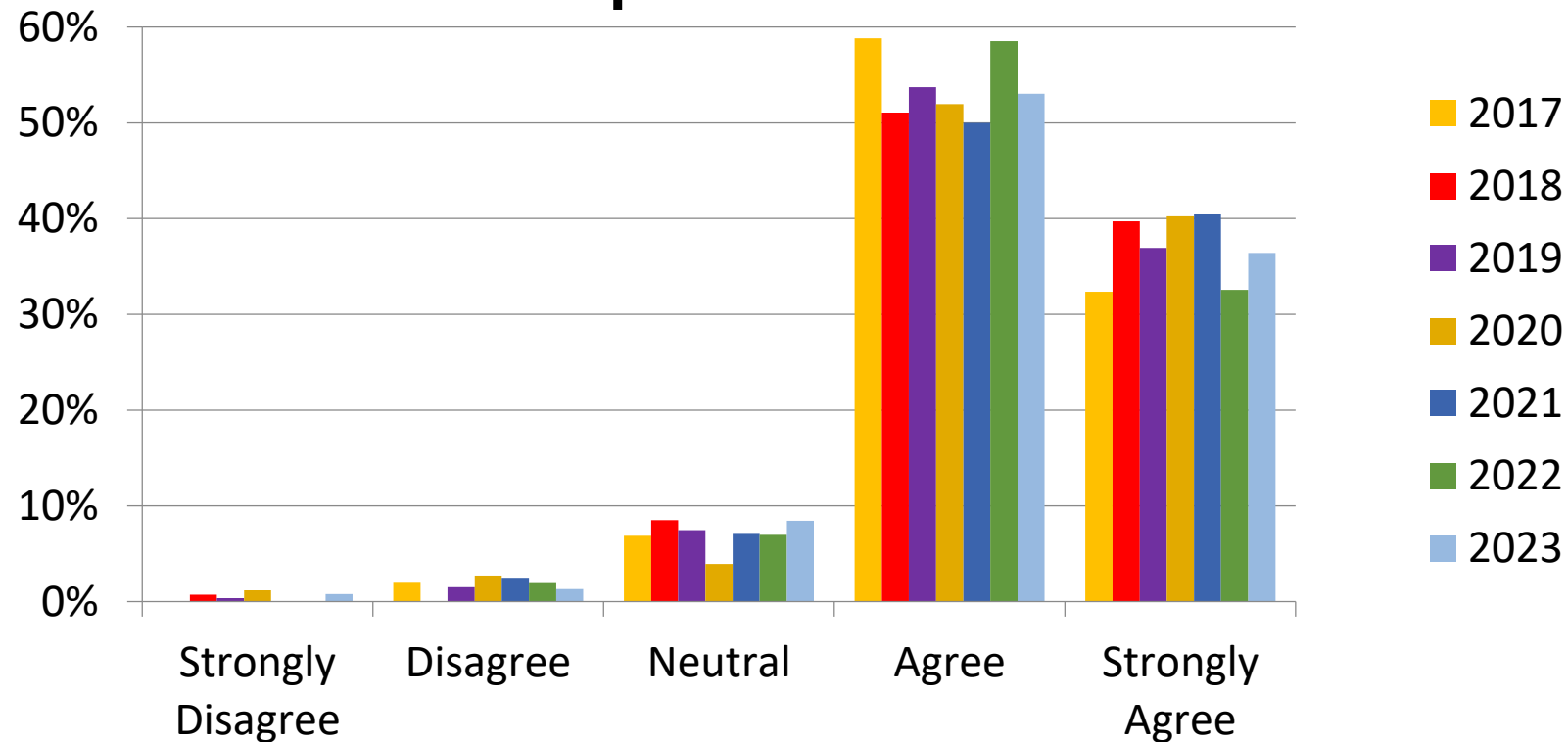
What overall rating would you give the quality of the administrator preparation program you completed?

Legend: 2017, 2018, 2019, 2020, 2021, 2022, 2023

Categories: Very Poor, Poor, Fair, Good, Very Good
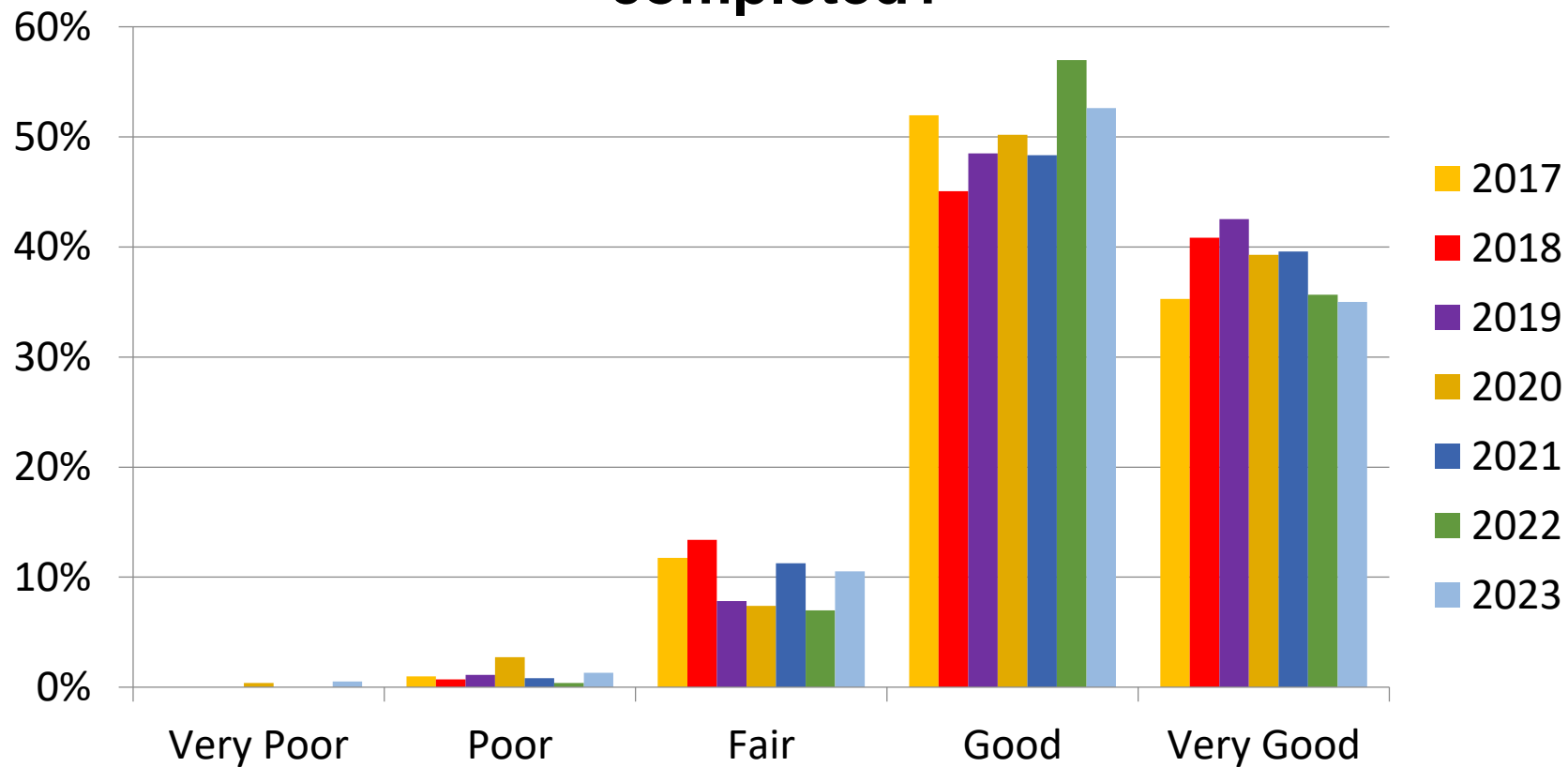
Were you assigned mentor this year?
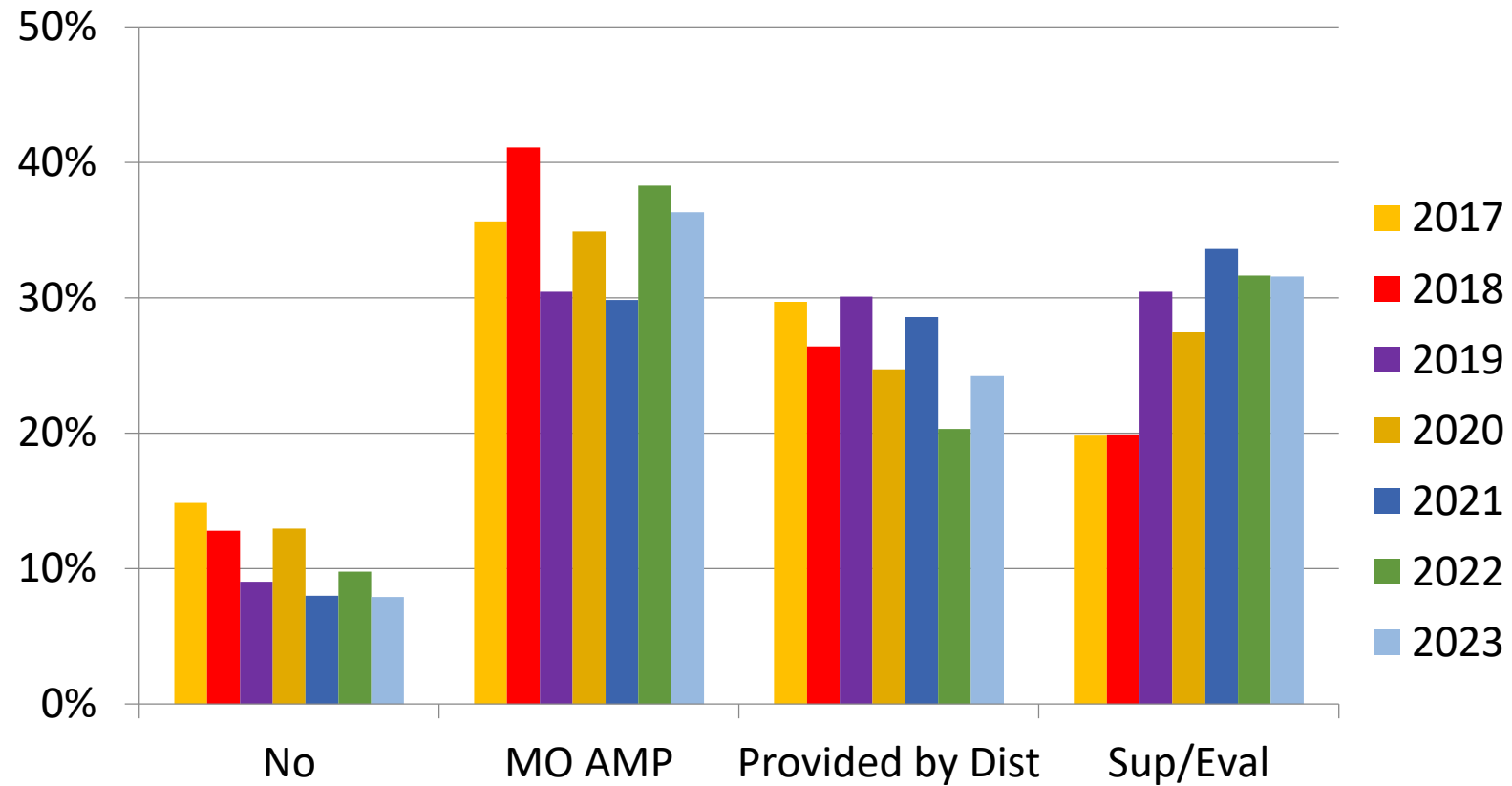
How often did you meet with your mentor this school year (either formally or informally)?
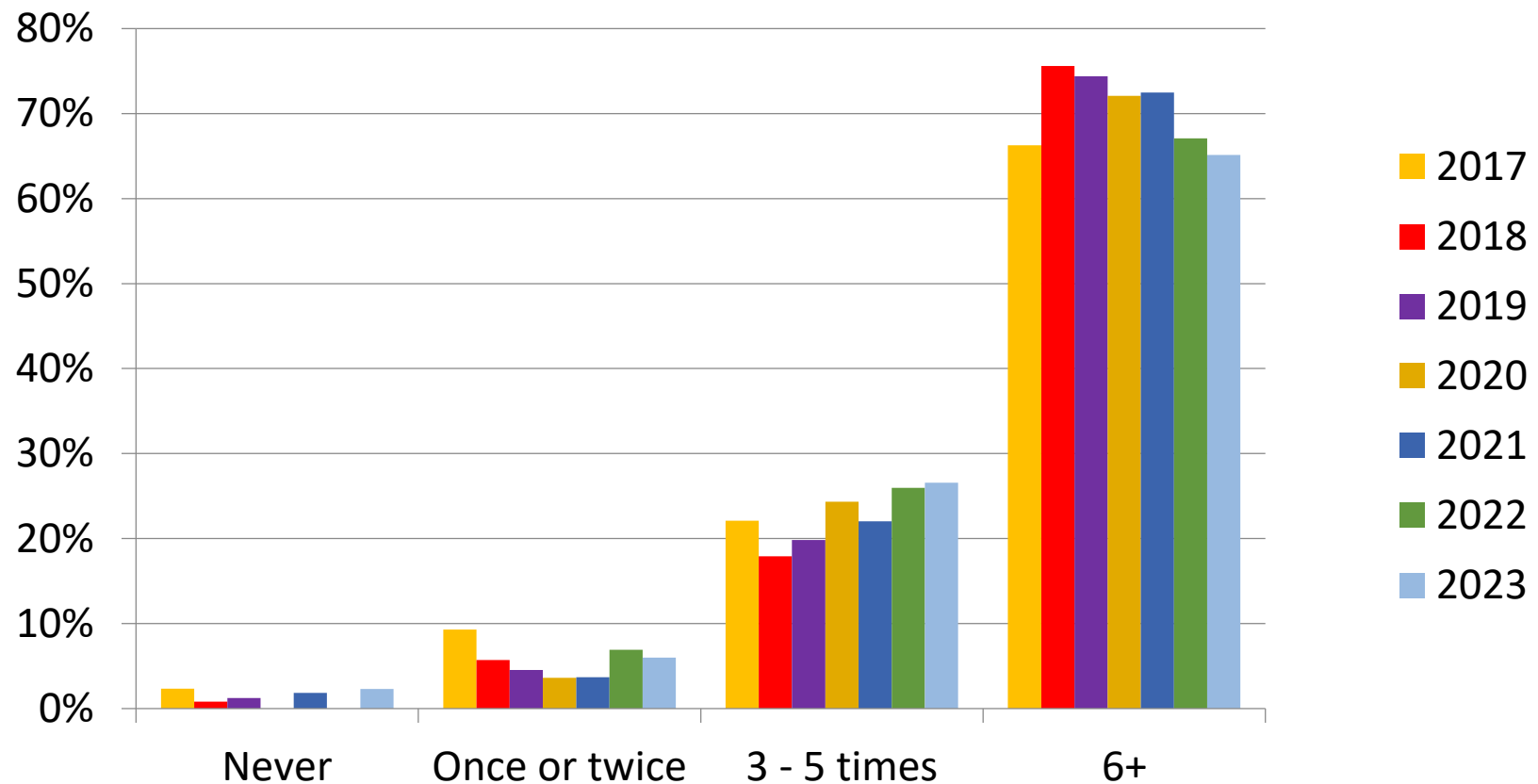
The mentoring process is non-evaluative
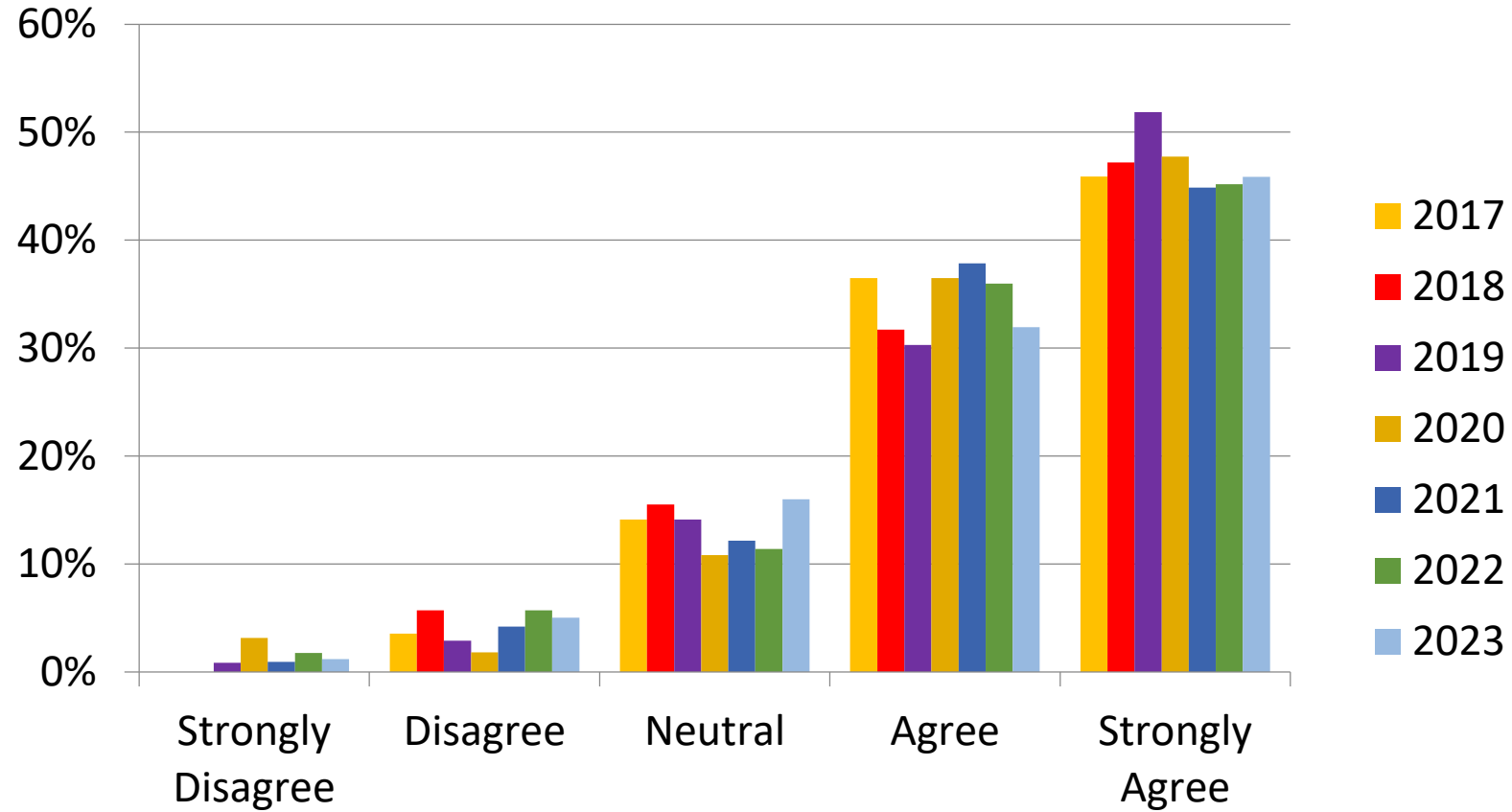
The support I received from my mentor has helped me improve my practice
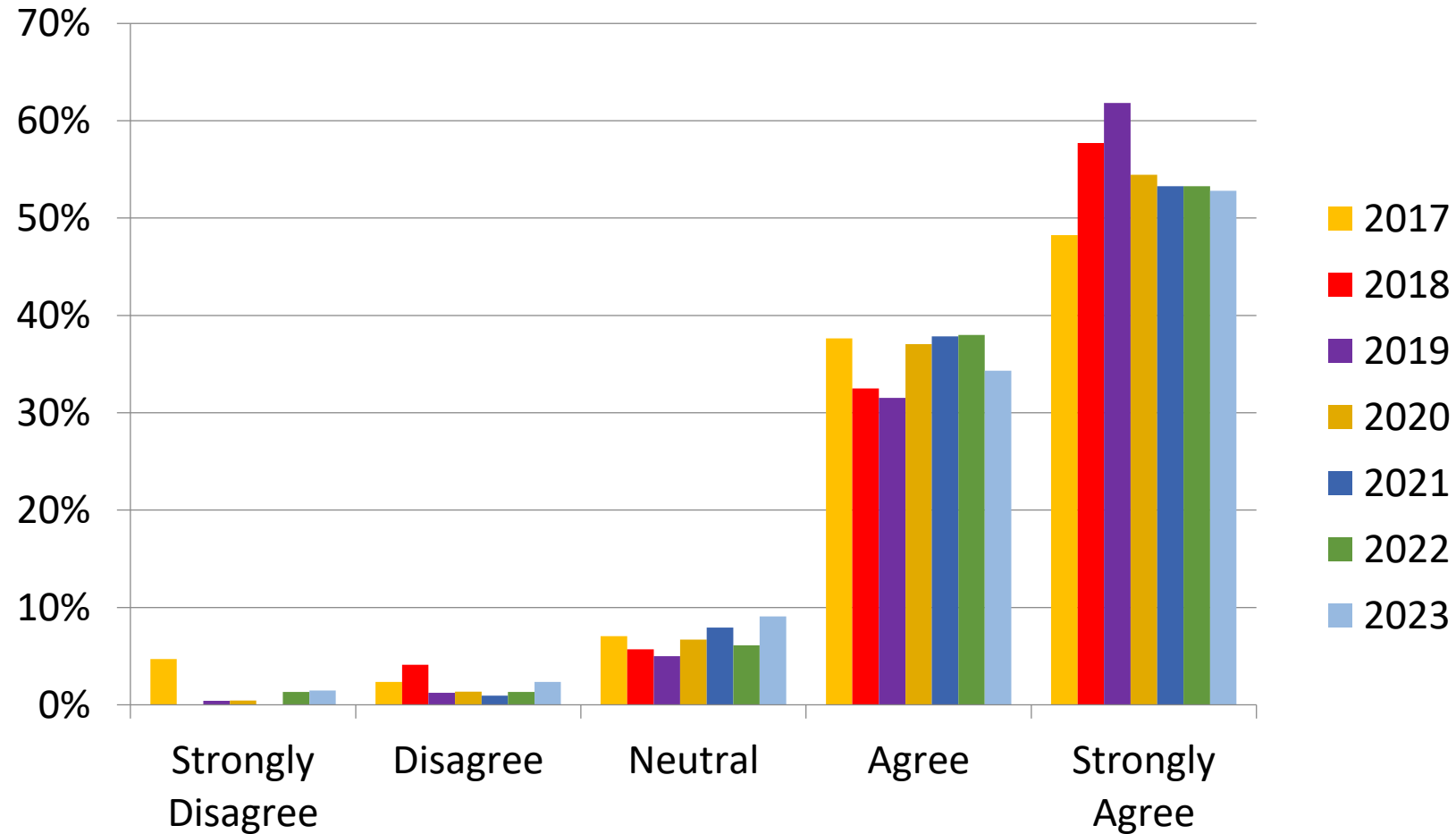
My mentor provided me with the resources I needed to improve my practice
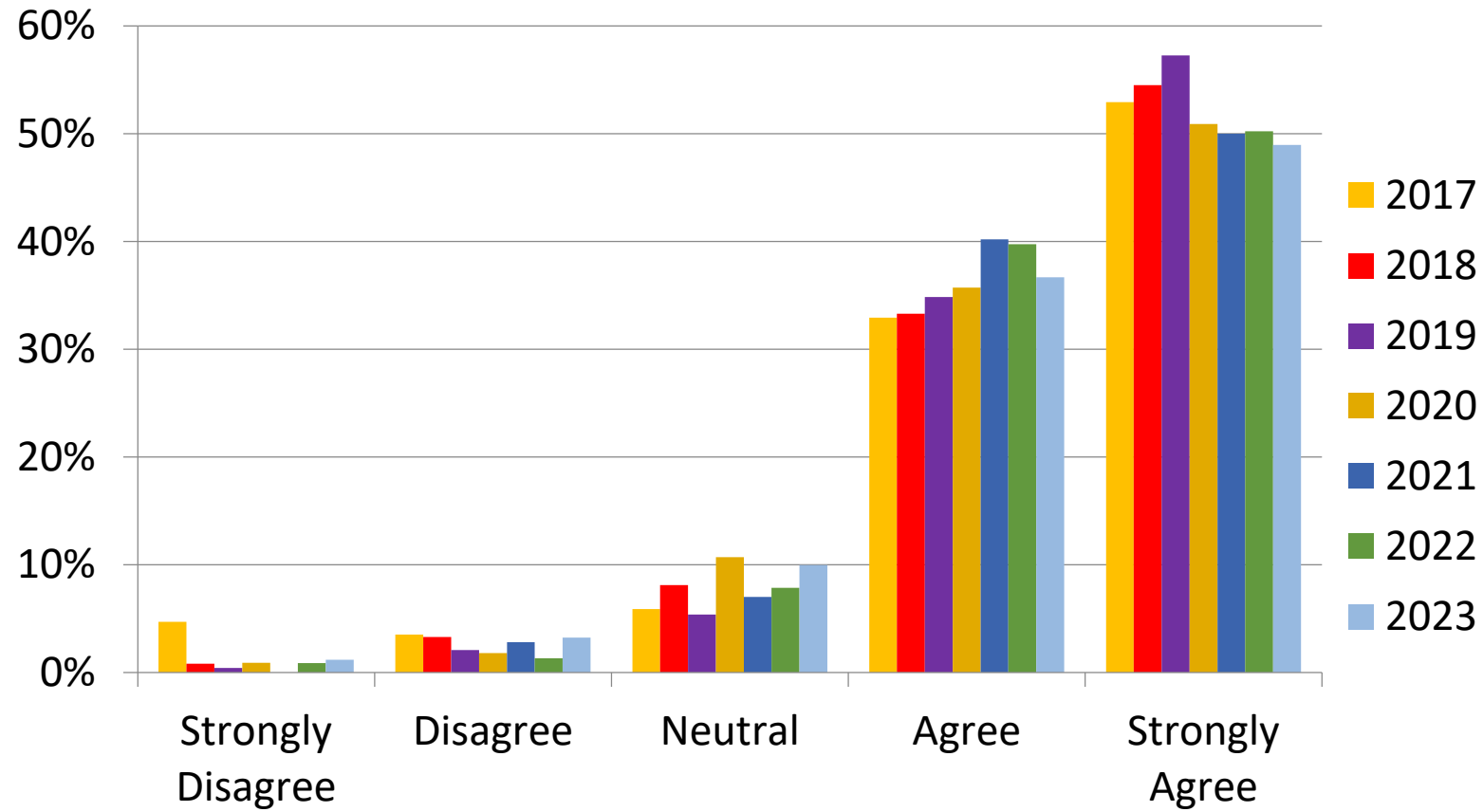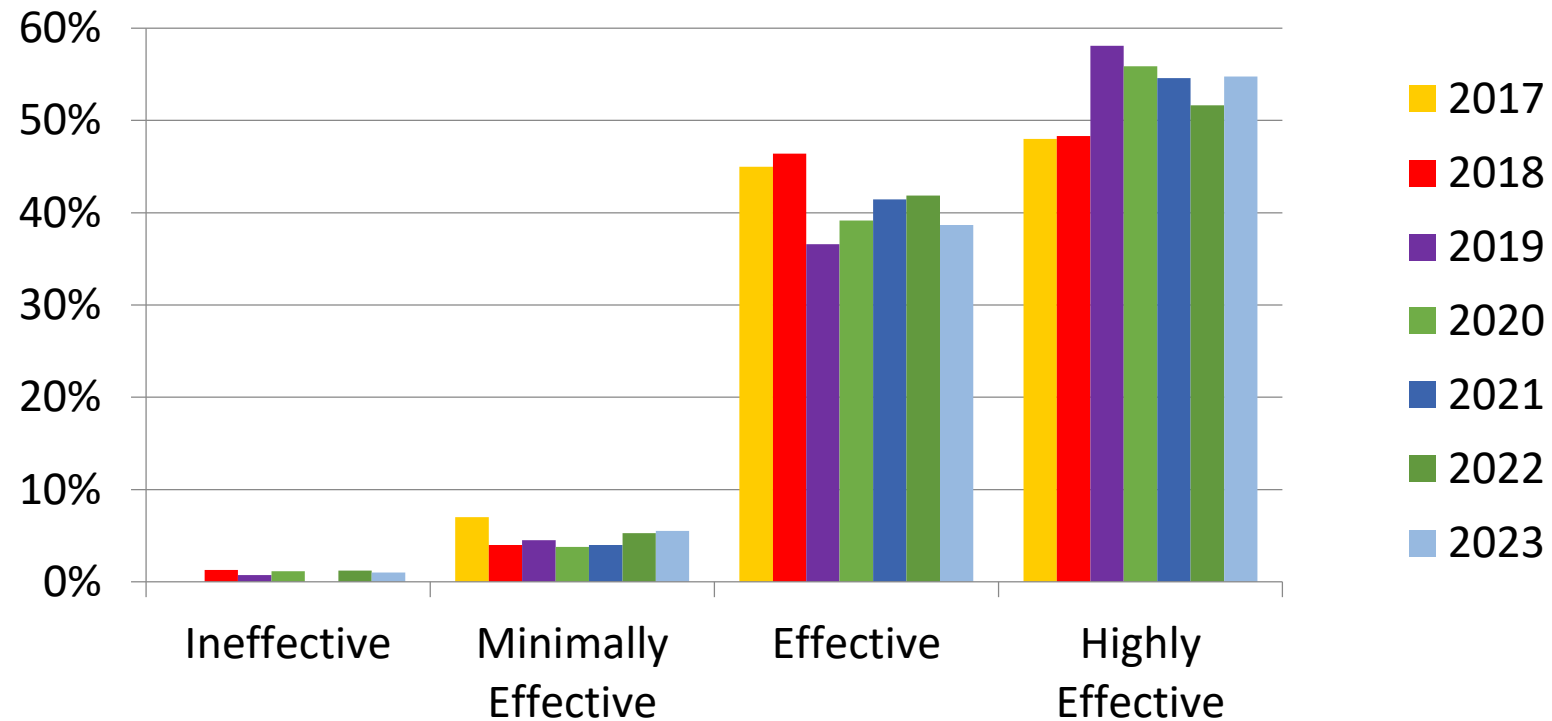
My mentor provided me with effective support
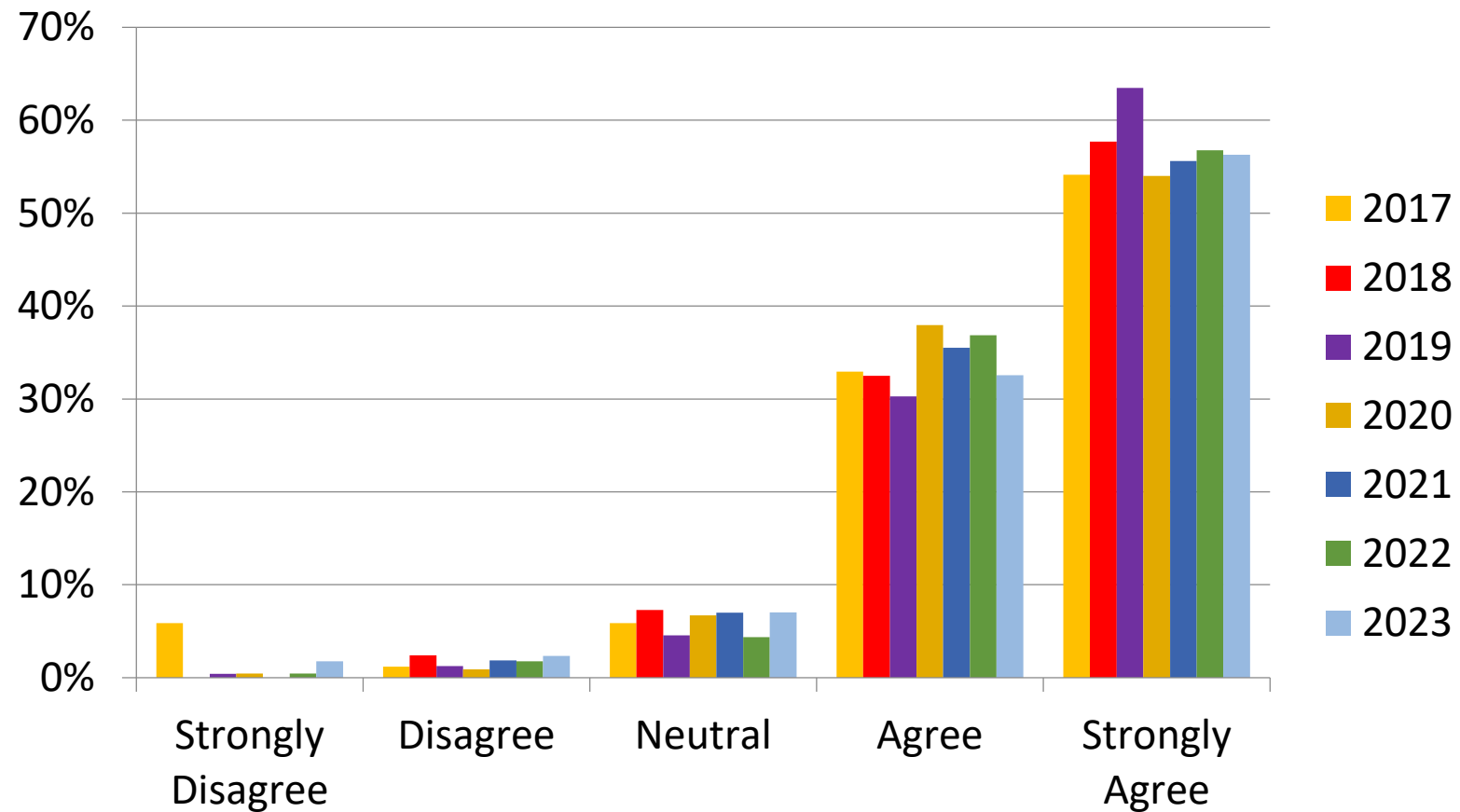
I was prepared to reflect on feedback from my mentor
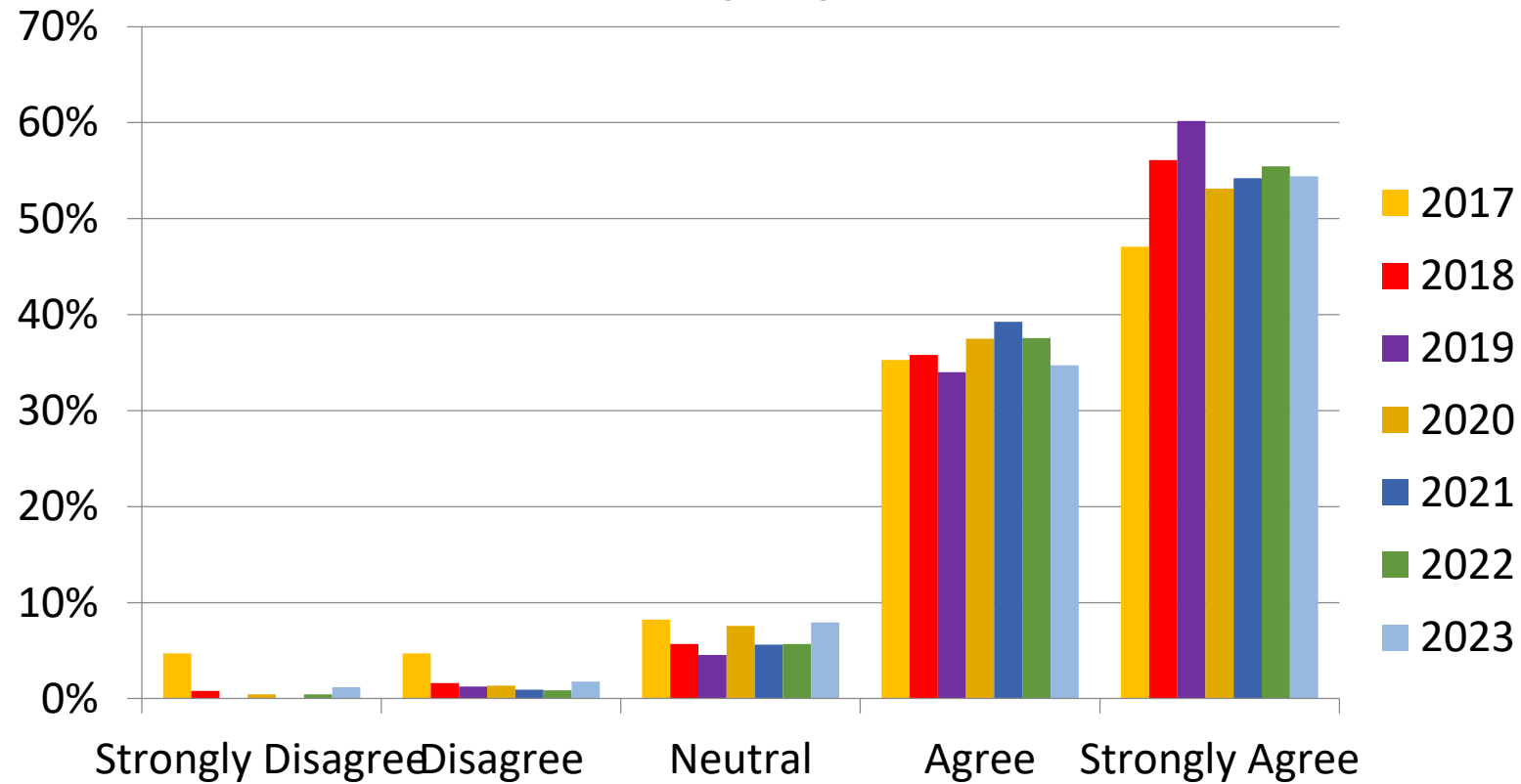
Based upon the performance based evaluation of this first year principal, how would you rate his/her impact upon students, teachers, and school community?

- **Accessing the State Report**
  - **http://apps.oseda.missouri.edu/firstyear/PublicReport.aspx**
  - **Information Includes**
    - Home & Contact Information
    - Reports for 2017, 2018, 2019, 2020, 2021, 2022, 2023 & Combinations
    - Resources
      - **Archived State Reports**
      - **Survey Technical Manual 2018, 2019, 2020, 2021, 2022, & 2023 Updates**
      - **Survey Instruments**
      - **Response Rates**

- **Accessing Your Report**
  - **OSEDA Reports – Separate Sites & Codes**
    - **Prior to Spring 2015**
    - **Spring 2015 and After**
  - **Log-On by Educator Preparation Program**
  - **Questions About Access**
    - **Daryl Fridley**
      - **daryl.fridley@dese.mo.gov**
    - **Sandy Jensen**
      - **sandra.jensen@dese.mo.gov**

The Office of Educator Quality
Educator Preparation
573-751-1668

- - - - - -

Daryl Fridley – daryl.fridley@dese.mo.gov
Sandy Jensen – sandra.jensen@dese.mo.gov
Tracy Bates – tracy.bates@dese.mo.gov
Marcia Patridge – marcia.patridge@dese.mo.gov